

## Nine tips for collaborative team leadership

- 1 There needs to be a deep respect for the gifts of each person, and honouring of those gifts. The rich biblical concept of gift is clear in the writings of St Paul: collaboration is enhanced when the gifts of the entire people of God are identified and released in ministry and service in order to foster or extend the reign of God.
- 2 There needs to be a commitment to the ideals of shared power, shared leadership, and mutuality, sensitively avoiding any expressions of patriarchy, of paternalism. Power dynamics and domination are explicitly shunned when we seek to collaborate. Power is shared, not confined to one person. There is designated leadership, but it is one that enables, encourages, facilitates, and guides.  

- 3 There is an environment of safety for all where everyone is committed to a way of being together that does not dismiss or demean anyone's ideas, rush to judgment or disrespect another person in any way. Although conflict is inevitable in a collaborative setting there needs to be a desire to resolve it.
- 4  Prayer is to be at the heart of collaboration. While any action may be good, it is not ministry unless it is an expression and an overflow of one's relationship with God.
- 5 There is a strongly held sense of shared commitment and common mission and purpose. Members have a shared vision and that mission is to the forefront of all activities.
- 6 There is a genuine care for each other. This is expressed through prayer, support and respectful challenge. There is a consistency of behaviour, a following through of commitments, an affirmation and acceptance of each other, avoidance of judging each other, avoiding stereotypes and being trustworthy and honest.  

- 7 There are opportunities to reflect and evaluate. This results in trust, growth and quality service.
- 8  All parties need to be open. No one person holds all the truth or has all the talents. Being open to learning new skills, perspectives and insights from each other will lead to good relationships.
- 9 It is important to celebrate together. Teams work better when they have fun experiences.

