Collective Leadership in ECE Organizations
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Cassandra O’Neill, Monica Brinkerhoff

Collective Leadership:
• What is it?
• Why think about this?
• What are the benefits?
• Five Elements of Collective Leadership
• Collective Leadership Practices
Collective leadership
shifting from thinking about leadership as something you do TO or FOR others -- to something you do WITH others
Passion and Untapped Resources

Institute of Medicine and National Research Council's 2015 Report: Transforming the Workforce for Children Birth through Age 8: A Unifying Foundation
Collective/Distributed Leadership

"We view leadership as the collective activities of organizational members to accomplish the tasks of setting direction, building commitment and creating alignment. Leadership is the potential outcome of interactions between groups of people rather than specific traits or skills of a single person."

- Center for Creative Leadership

Benefits:

- realizing potential
- increased self-direction and motivation
- better decisions
- sustainability
With teachers

In classrooms

When learning
With communities

coaching
I am still learning
michelangelo

professional development
reflection

Five Elements of Collective Leadership for Early Childhood Professionals
Cassandra O’Neill
Monica Brinkerhoff
Foreword by Maurice Sykes
Element 1

Shared Vision and Re-envisioning

WHY is this important?
• Inspires,
• Motivates,
• Attracts

Element 1: Shared Vision and Re-envisioning

Practices
• Adopt Mindset of Abundance
• Identify Shared Goals

Meet Jennifer and her team
Blog Post 3
Element 2

**Wholeness**
Fully connected to self and others

**WHY** is this important?
Connection = Accessibility & Availability.

**Practices**
- Skillfully Navigate Difficult Conversations and Conflict
- Practice Self-Care and Build Resiliency
Element 3

Collective Wisdom/Intelligence

- **WHY is this important?**
- Multiple perspectives = Success & Solutions
- The best information and knowledge is visible & present in the room.

Element 3: Collective Wisdom/Intelligence

Practices

- Identify and Build on Strengths
- Use Structures and Processes for Effective and Shared Decision-Making
- Rotate and/or Share Roles and Responsibilities
Meet Nora and Sandie
Co-Directors Santa Cruz Toddler Center
Blog Post 1

Element 4

Co-action

• WHY is this important?
  Working together collaboratively, not alone, not in a silo = maximum success and impact.

Element 4: Co-action

Practices

• Use Effective Facilitation and Engagement Strategies that Activate Collective Wisdom/Intelligence
• Make Agreements and Adopt Structures of Accountability
Element 5

Evolution/Emergence

- **WHY** is this important?
- Current and future success requires adapting to unknown and unknowable opportunities AND challenges.

Element 5: Evolution/Emergence

Practices

- Provide and Elicit Feedback that Promotes Growth and Development
- Engage in Reflection and Application of Learning
“It's not about making everyone equal it's about making everyone fully powerful” Frederic Laloux