



# LEADERSHIP FUNCTION AND KEYS TO BUILDING RELATIONSHIPS

When leading a coalition of leaders, the skills and competencies necessary are different from what is required to lead in a highly controlled and tightly coupled environment.

The mindset of the leader must be service -oriented and focused on a common cause. The leaders' concern is not with outputs and deliverables, instead the job is to keep people at the table, engaged and committed to the cause. Collective action requires passion for the cause and willingness to share resources, power, and personal time necessary to build the coalition

Once the **“coalition of the willing”** is identified, keys to sustaining it over time include:

## 1 CONVENING

The power of convening lies in bringing people together to share information, build relationships, and keep reminding themselves of the “worthy cause” that the group is collaborating to address.



## 2 COMMUNICATION

The need for transparent, consistent, and frequent communication is critical. When communicating to major stakeholders or interested parties, remember to address the “why”, provide updates on progress. People need to know how their contribution and involvement is making a difference.



## 3 COORDINATION

Coordination of efforts taken by various individual parties helps the collaboration to focus on the gaps and not waste the energy on replicating the work already happening. Think of coordination work as logistics: nothing really gets produced in the process, but without creating a clear path for collaboration, no one can get the work done.

