

---

## Collaborative Leadership

As organizations become flatter and problems become more complex, technical knowledge and the power to execute effectively are often distributed among many individuals or groups. In such an environment, leaders need new ways of involving employees in the decision-making process to achieve better decisions that can be implemented with greater employee commitment.

CBI believes that collaborative leadership requires much more than “getting buy-in” after the fact or asking people to think of what’s “good for the organization.” We offer tailored courses that apply the Mutual Gains Framework to specific leadership environments and challenges and go beyond anecdotes and “great man” case studies to teach participants an over-arching process. Participants learn how and when to yield “formal authority,” to diagnose sources of conflict, to produce a diagnostic conflict matrix, to create Joint Fact-Finding processes, to generate new options through creative problem-solving, to select solutions in ways that are seen as both wise and fair, and to establish and maintain credibility throughout the process.

Click [here](#) to bring CBI's customized training to your organization.

CBI Trainers: [Hal Movius](#)