

Collaborative Excellence

FIVE CORE PRINCIPLES COLLABORATIVE LEADERSHIP IN COMMUNITY-BASED ORGANIZATIONS

1. **Vision** – Without Vision, The People Perish [Proverbs]
 - People need a sense of Mission, Meaning, and Purpose
 - Bring the Meaning & Purpose to Life with a Powerful, Measurable Value Proposition
 - *Vision without Execution is Hallucination*
2. **Engagement** – Get People Involved
 - Let people make a measurable difference, putting them to work in positive ways
 - Delegate to others (Where there is no delegation, trust is deficient)
 - Imagination fuels Growth -- *People Support What They Help Create*
3. **Unity** – Building Community means *Common Unity*
 - Always seek Common Ground, using differences to build partnerships and innovation
 - Unity seeks alignment, not necessarily conformity
 - Prevent Polarization -- *A House Divided Against Itself Cannot Stand*
4. **Spirit** – Stay Positive and Aligned, especially in *Times of Adversity*
 - Teamwork is the Basis for all Great Achievement
 - Bring out the Best in People – Reinforce the Dignity of the Human Spirit
 - Never Weaponize the Rules and Laws, for it will result in abuse of power
5. **Trust** -- Trust is the Foundation of all Collaborative Relationships
 - Make Trust the Central Organizing Principle of all Human Interaction
 - It is better to be Trusted than Loved or Feared
 - *Where there is Neither Vision nor Trust, Everything Defaults to Politics, Power, & Policing*

