



## Co-Leadership: Are you for real?

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How are we guys going to make it real?

How are we going to turn a vision into reality?

How are we going to turn what you see into what you touch?

Warren G. Bennis, a US leadership expert states “Leadership is the capacity to translate vision into reality.”

“Turn vision into reality” means taking an idea, plan, or goal and executing it in the real world, so that it becomes a tangible and visible outcome.

It involves taking a concept or vision and transforming it into a practical and achievable objective through a series of actions, strategies, and implementation steps.

Please consider now some of the great and deep insights Prisca shared about co-leadership.

She said, citing Otto Scharmer:” Co-leadership, it's leadership that includes everyone.”

How are we going to concretely do that?

Moreover, As we know Co-leadership can have many benefits, such as:

- € Increased creativity and innovation
- € Better decision-making and problem-solving
- € More diversity and inclusion
- € Higher motivation and engagement
- € Greater resilience and adaptability

All points, for instance, that Cristina Guarda, the next speaker is going to touch.

How are we going to reap all these benefits from this innovative leadership model?

We know that turning a vision into reality is going to be a challenge.

I am proposing some steps to achieve this.



## 1) **Define clearly your vision.**

Clarify your idea about what you mean by co-leadership.

Spell it out.

Co-leadership is an experience, and identifying a standard definition for it creates a value-based platform for this experience for you and your team.

For example: Our NGO is based on co-leadership which for us means teamwork, collaboration, and mutual respect.

Our co-leaders are people who are fully aligned with the central organization goal which is to help students from rural areas and low-income families to graduate and find a job.

Let's spell it out now bit by bit

Teamwork. What kind of team are talking about?

Define it as detailed as possible, and write down practical examples.

Do not let anything unspelled. What is not defined is going to be foggy and therefore not suitable for implementation.

Collaboration. What does it mean to collaborate? Does it mean that we help each other when we have to, only when we work together on specific issues, or it's a way of interpreting our job and experience with the NGO?

The more we talk and write down what we really mean with the words we are using, the more clear become our vision.

## 2) **Put on your work clothes.**

What do I mean by that?

Quantify. When you quantify something, you're putting it in numbers.

Remember the definition we used earlier?

How many teams do you have in your NGO? 5, 4, 7.

How many people per team? 12, 35.

What is their age? For how many years have they been working for the organization? Numbers are very significant as well. Quantify your goals. How many students are



you helping? From how many families? If your co-leadership team becomes real with his numbers, become aware of the impact of his leadership.

- 3) **Set up processes and practices that support your vision.** A process is a series of steps and decisions involved in the way work is completed, a series of actions or steps taken to achieve a particular end. Going back to our example. If you have a team building process, better if rigorous, Do not skip steps, even though at first it could seem faster but in the end will mislead your organization because it will become prey of the inspiration of the moment. To do or perform often, customarily, or habitually, this is practice. So if you think collaboration represents best practice in your organization be diligent in creating always spaces of collaboration.
- 4) **Set up a routine.** Your vision requires action, not just intention. You need to create habits and routines that help you move closer to your vision every day. Routines that are based on your core values as an organization are pillars of your success.
- 5) **Make Goals and Celebrate:** You need to set SMART goals (specific, measurable, achievable, relevant, and time-bound) that align with your vision and track your progress. However, you also need to be flexible and adaptable, and adjust your goals as needed when you encounter obstacles or opportunities
- 6) **Start now!** The most important step to turn your vision into reality is to take action. You don't need to have everything figured out before you start. You just need to take the first step, and then the next one, and then the next one
- 7) **Serve and Prepare per Serving.** Applying flexibility to the process is recognizing that is within a context with is constantly changing and therefore your Co-leadership action has to be renewed according to the context to be effective.

(Examples to illustrate)

You will see that all these elements are contained in the co-leadership Cristina is going to present. There is a vision and an immediate implementation, an idea and the relative concretization of it.