

# SHARING LEADERSHIP

Practical Lessons & Active Questions

# Getting Grounded

- Welcome! We are so glad you have joined us.
- This session is 90 minutes.
- You will receive slides and the recording in a few days.
- Please use the Q&A box (not the chat or raise hand functions) to share your comments and questions.
- Please be ready to participate in several polls.
- Please complete a pop-up feedback form when we close.

#SharingLeadership

Thank you to our sponsor:



# Arc of Our Conversation



- Introduce our panelists and their current structures
- Explore variations and cross-cutting themes in their experiences
- Pose their active questions
- Share resources

- Polls
- Your questions and comments

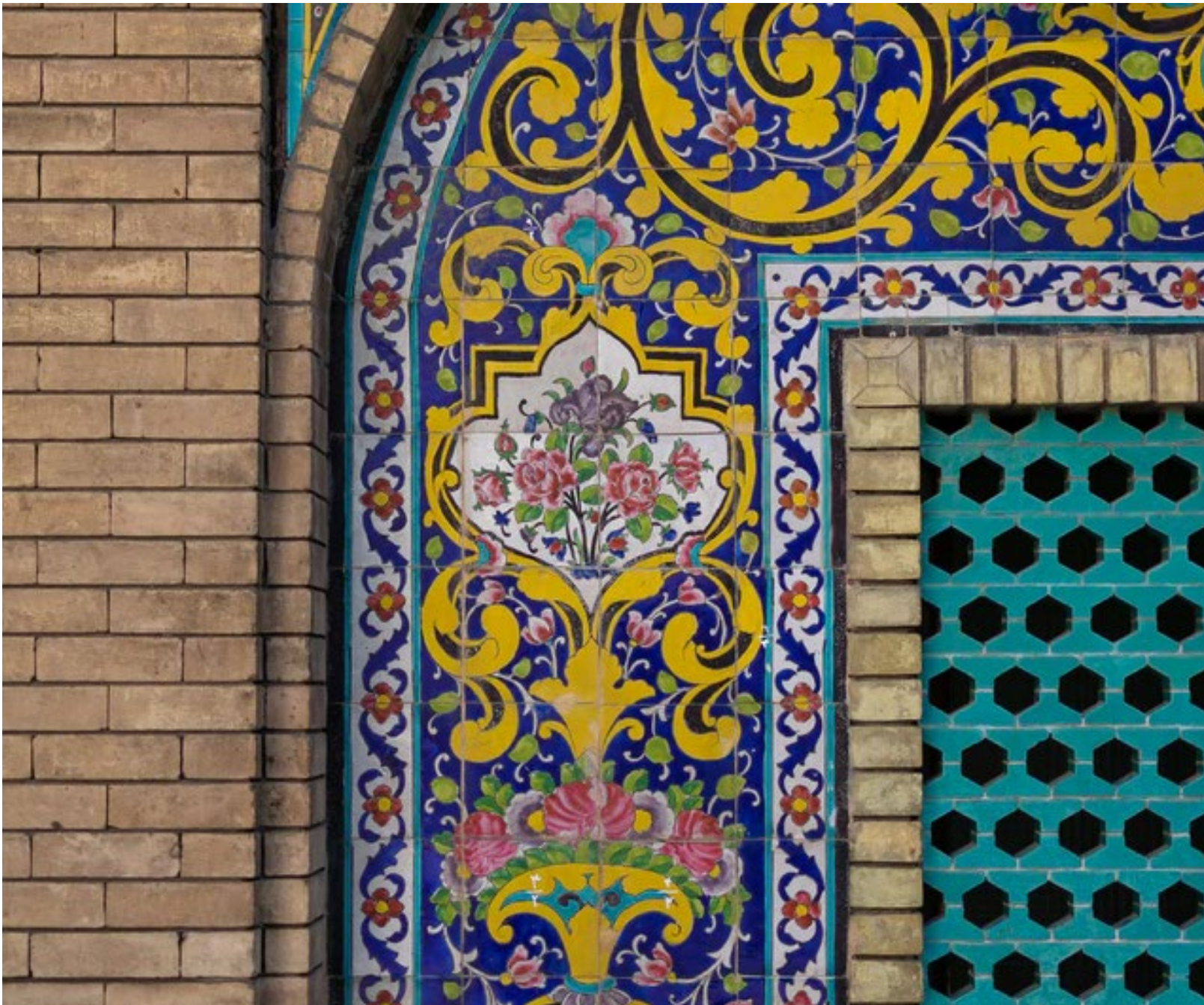


Photo: Unsplash/Mojtaba Ravanbakhsh

## About Fractured Atlas

- Shared, non-hierarchical leadership team with no “first among equals”
- Currently two co-CEOs
- Co-CEO model in place for four years since departure of founder/CEO

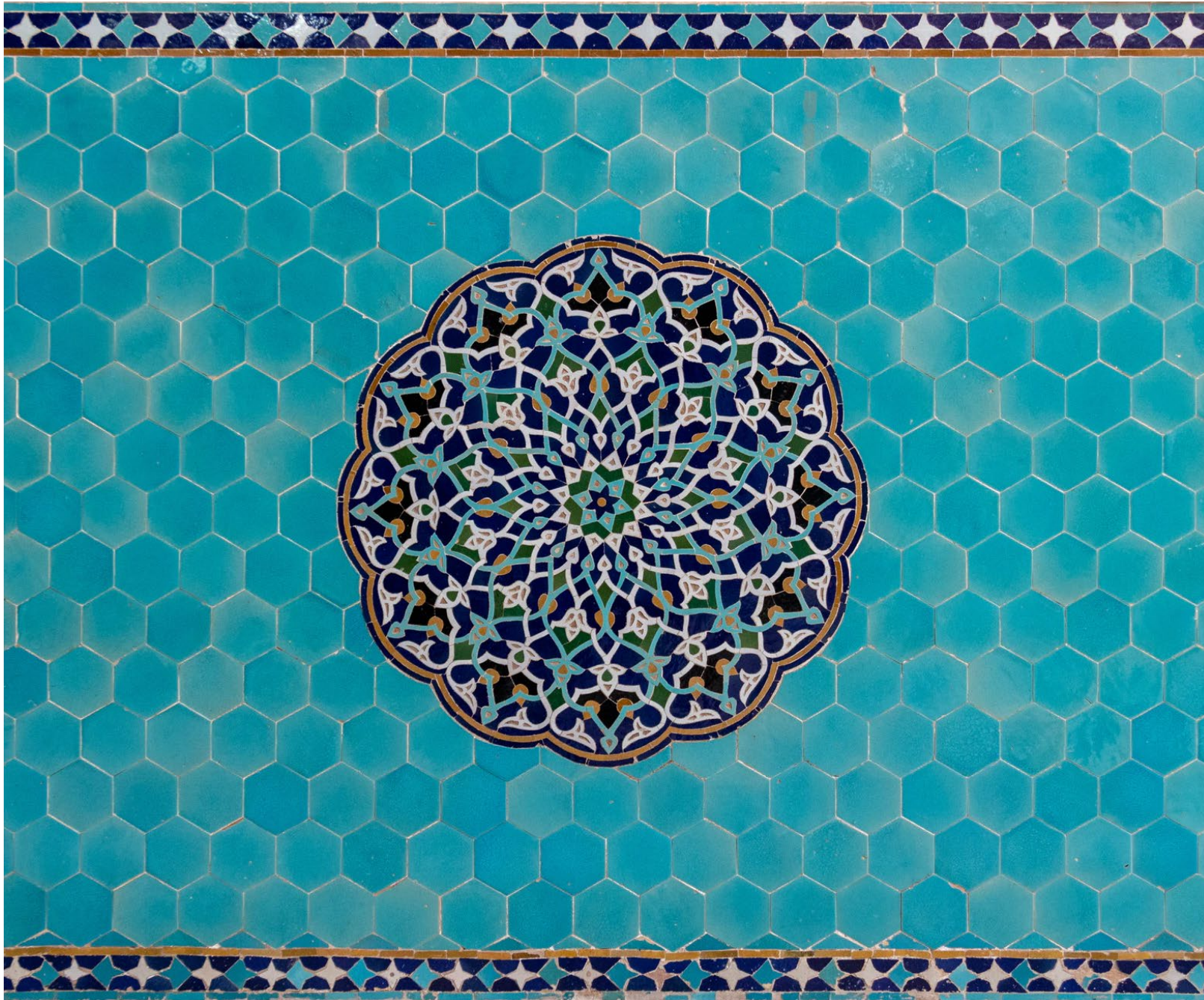


Photo: Unsplash/Mansour Kiaei

# About Change Elemental

- Currently two CoDirectors
- Chrysalis Leadership Team-- an interim model taking on more and more responsibility previously held by Co-Directors
- Evolving towards a Hub for policy and direction-setting
- Pads are places of ideation and implementation with closer-to-the-ground decision-making



Photo: Unsplash/Hannah Bartman

# Fractal

We are trying to model inside our organizations what we want for the outside world.

- liberation
- racial justice
- mutual well-being

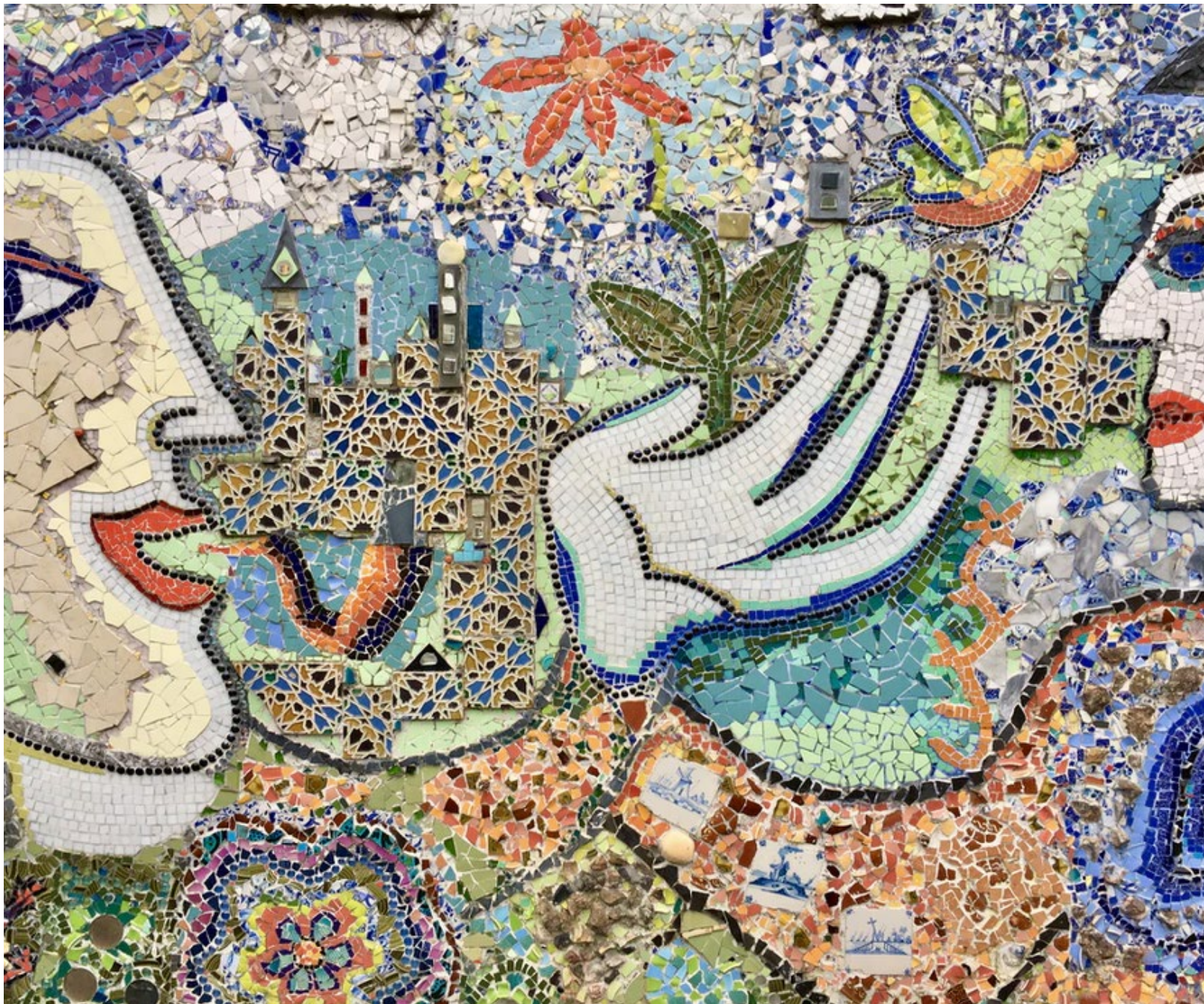


Photo: Unsplash/Giulia May

# Relational

These leadership structures are relationship-dependent and relationship-nurturing.



Photo: Unsplash/Parth Vsquare

# Dynamic

These leadership structures are experimental, iterative, and resilient.

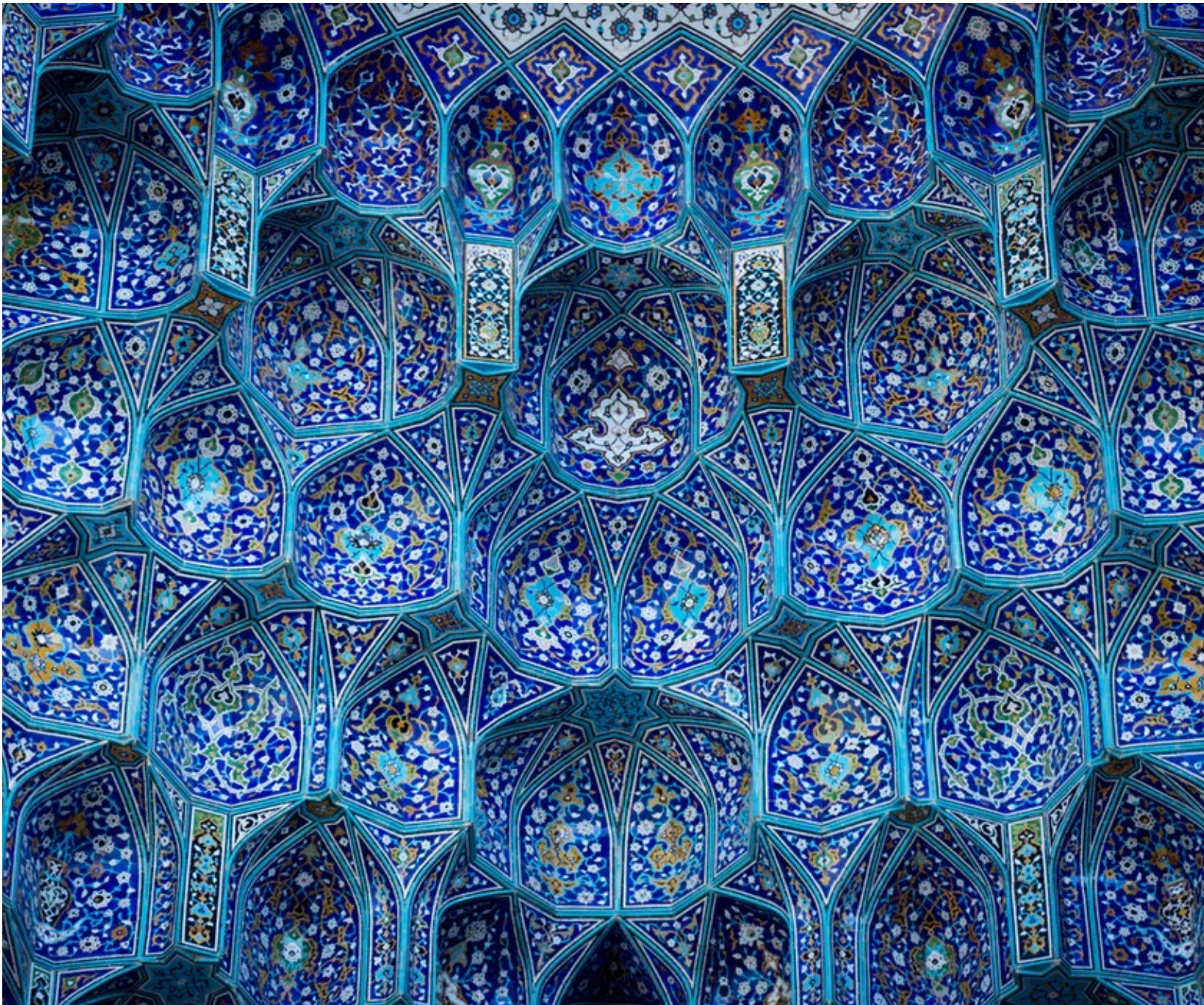


Photo: Unsplash/Soroush Zargar

## Status-quo Challenging

These leadership structures raise challenges to traditional nonprofit structures and practices like governance, compensation, and the charity identity.

"My organization is currently designing a co-leadership model and will have our Co-CEO on board early next year. One area I am struggling with is how to communicate about shared leadership with our funders. This is a new leadership model to many of our funders and they have some concerns about it slowing down decision-making or being difficult to implement. I feel confident in the research and work we have done to set-up our co-leadership model to thrive (& in the exciting benefits of co-leadership!) but struggle with how to build buy-in from funders to such a unique leadership model."

## Participant Question

Getting funder buy-in to your organization's approach to sharing leadership.

“What are some recommendations for phasing this in - are there aspects we can adopt sooner than later?

*and*

How can the arrangement be clarified for staff so that employees know which leader to approach for which subjects?”

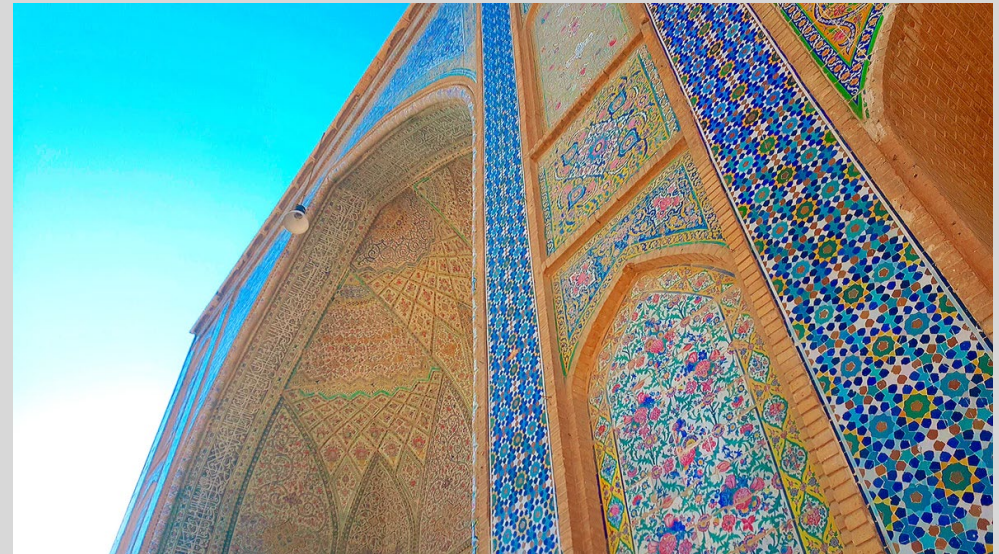
## Participant Question

Phasing in shared leadership and fostering clarity.

# Active Questions

## *Fractured Atlas*

1. How do we leverage shared leadership to cede (and possibly seed) power through every part of the organization?
2. How can shared leadership models be less exhausting?

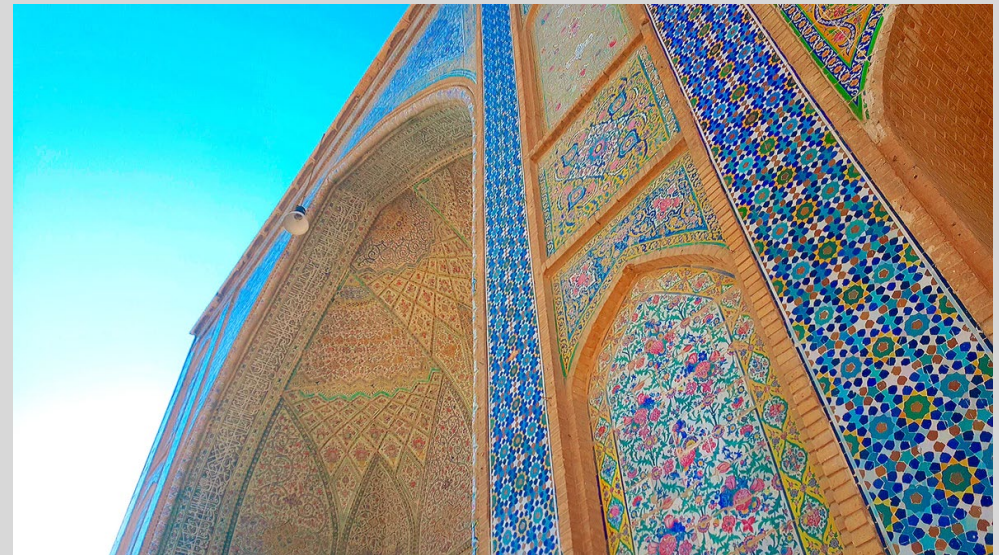


Unsplash: Alireza Estilaf

# Active Questions

## *Change Elemental*

1. What are the conditions that enable us to show up fully and bring our respective strengths and gifts to leadership?
2. How might shared leadership further support generative tension, brave conversations, and difference as a source of innovation, experimentation and change?



Unsplash: Alireza Estilaf

# 5 Resources from Our Panelists

<https://www.workshouldntsuck.co/shared-leadership>

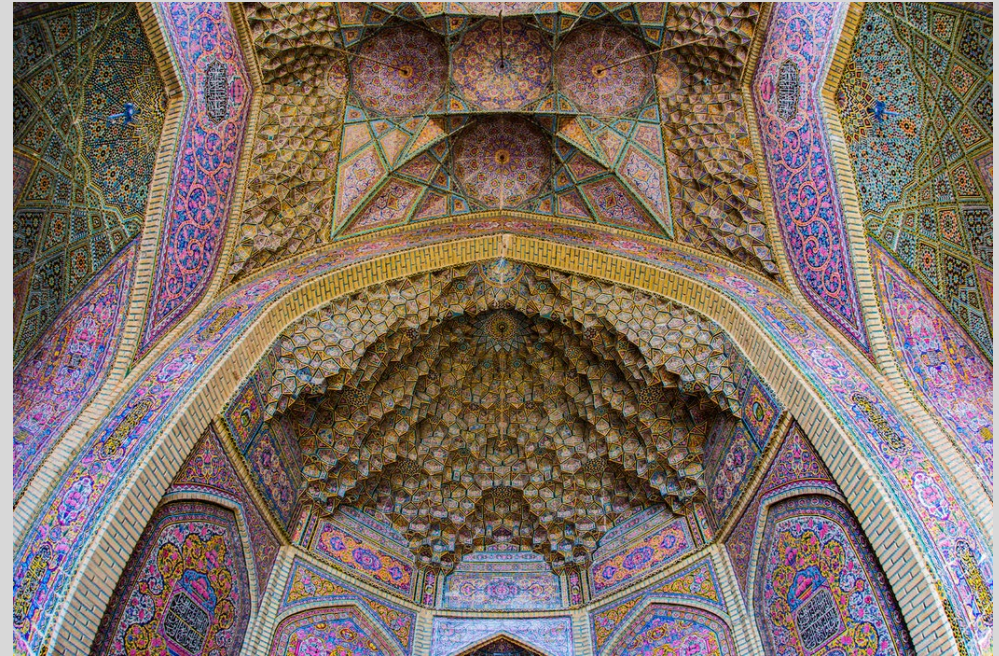
Doing More with More: Putting Shared Leadership Into Practice

Cultivating Leaderful Ecosystems

Reflecting on Three Years of Shared Leadership

Two Years In...Notes on Equity and Shared Leadership at MAG

Reflections on Shared Leadership



Unsplash/Steven Su

Thank you for being here!

Please complete the pop-up feedback form as we close.

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