

Ten Minute Wellbeing Tips for Managers



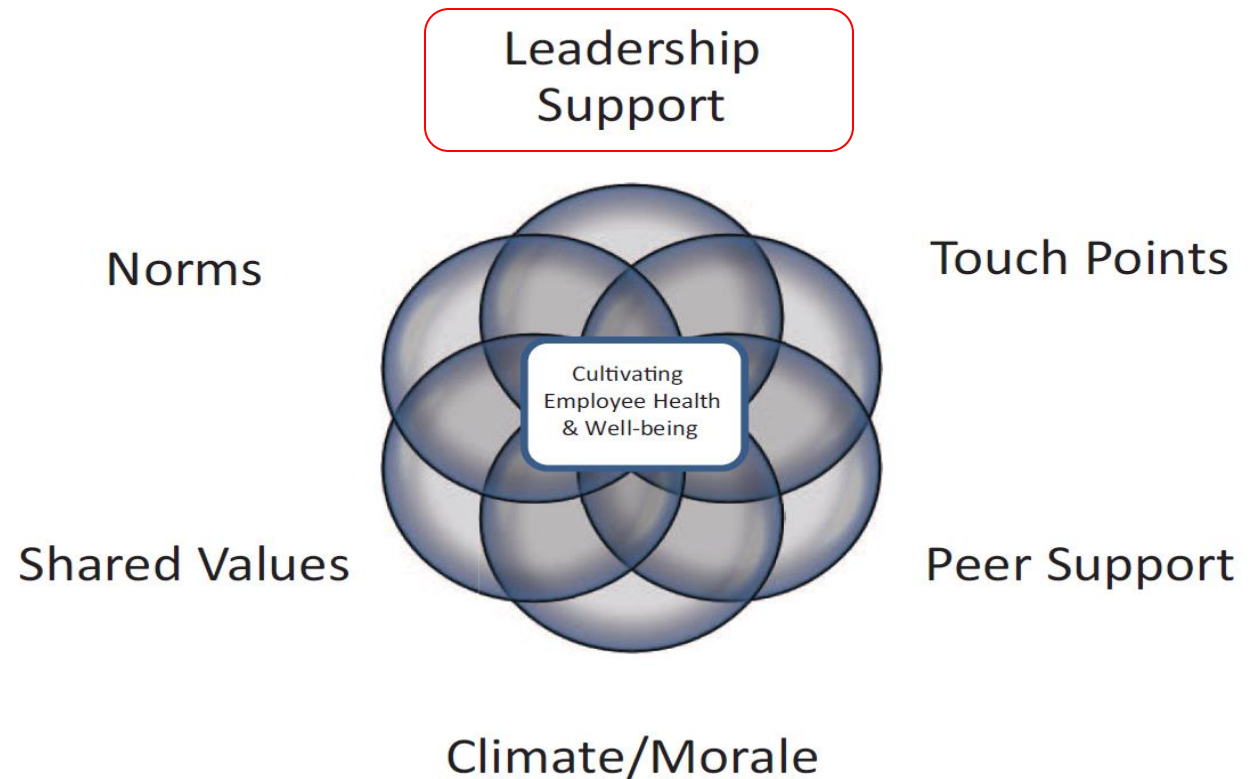
Powered by the Office of Wellbeing

Vision: For our employees to leave work at the end of the day healthier than when they arrived

Carolyn J. Cumpsty-Fowler, PhD, MPH, ACC
Senior Director for Nursing Well-Being
Johns Hopkins Health System

Theme: Leading with Well-being in Mind

Episode 26: Collaborative Leadership



Collaborative Leadership

Leverages the power of

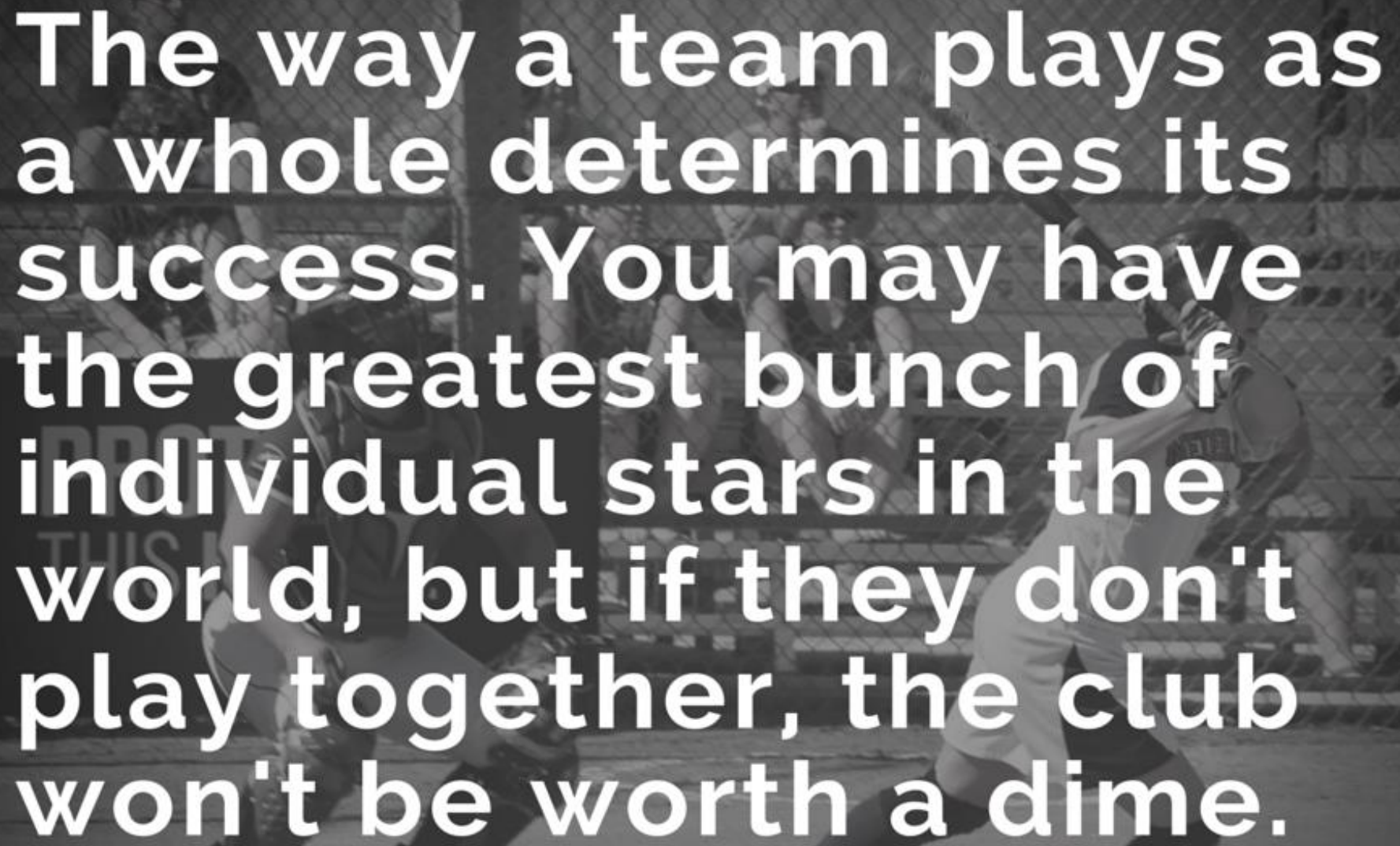
- People
- Perspectives
- Possibilities
- Partnerships



*“I can do things you cannot, you can do things I cannot;
together we can do great things.”*

~ Mother Teresa





The way a team plays as a whole determines its success. You may have the greatest bunch of individual stars in the world, but if they don't play together, the club won't be worth a dime.

BABE RUTH

Collaborative Leadership: A Definition

“Is grounded in a belief that all of us together can be smarter, more creative, and more competent than any of us alone, especially when it comes to addressing the kinds of novel, complex, and multi-faceted problems that organizations face today. It calls on leaders to use the power of influence rather than positional authority to engage and align people, focus their teams, sustain momentum, and perform.

Success depends on creating an environment of trust, mutual respect, and shared aspiration in which all can contribute fully and openly to achieving collective goals.

Leaders must thus focus on relationships as well as results, and the medium through which they operate is high-quality conversation.”

How does collaboration support well-being?



Signs of Collaboration



- Connection
- Community (a sense of belonging)
- Caring (for people and purpose)
- Communication
- Curiosity
- Creativity
- Choices (and sense of shared control)
- Contributing (diverse and numerous)



Collaborative leadership is a learned skill



Shifting towards collaborative leadership

Ego System

- “It’s About Me”
- Top down control
- Command
- Independent silos
- Territoriality
- Power Struggles
- Self-Interest
- Withholding Information
- Blaming



Eco System

- “It’s About Us”
- Influence
- Conversation
- Aligned agility
- Partnership
- Mutual Empowerment
- Mutual Support
- Joint Knowledge Development
- Mutual Accountability

Wellness-Centered Leadership (WCL) is Collaborative



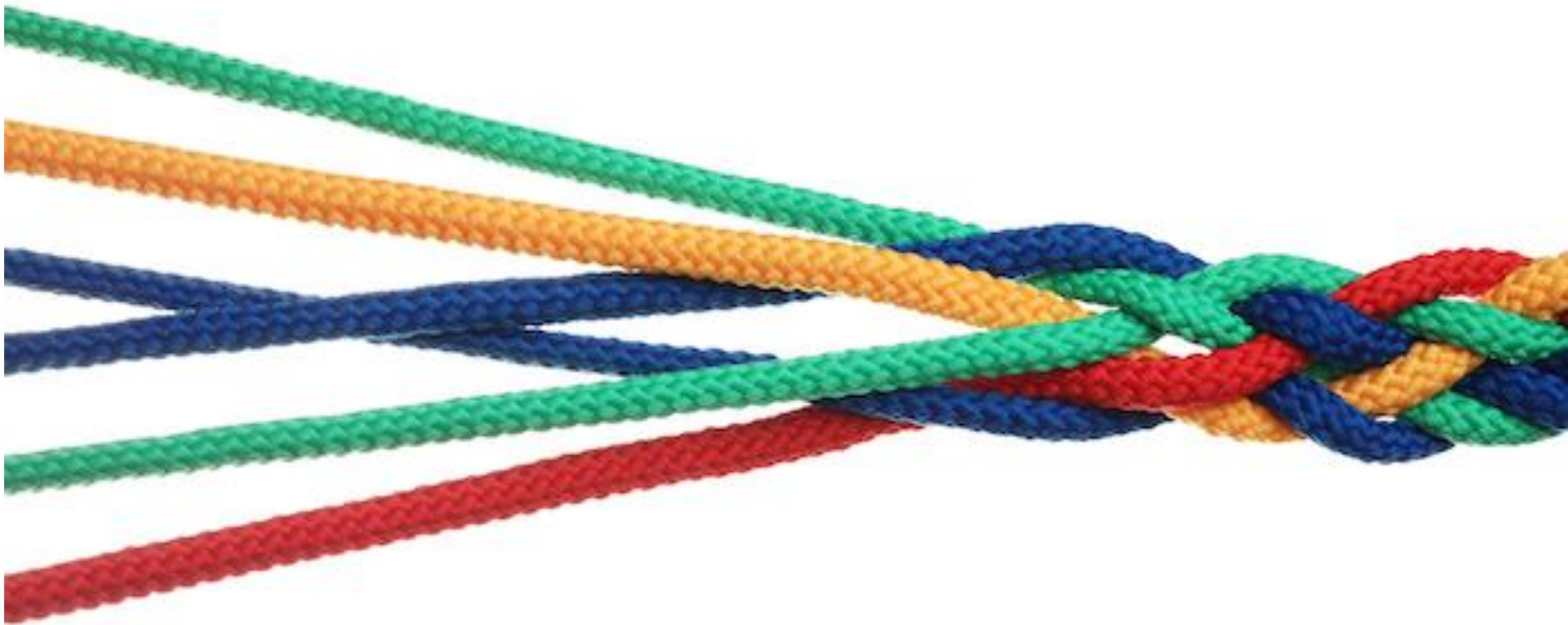
“Caring about people always is the only reliable foundation on which to build relational leadership skills that inspire individual and team performance”
(p. 642)

10 Collaborative Leadership Practices



1. Connects with team members on a personal level
2. Is transparent and trustworthy
3. Listens with humility and curiosity
4. Welcomes, respects and honors diverse perspectives
5. Encourages a sense of shared purpose, and shared goals
6. Suspends premature judgment
7. Explores assumptions and beliefs
8. Embraces ambiguity and not-knowing
9. Creates a climate that welcomes and supports discovery and the emergence of new ideas and practices
10. “Focuses on setting the stage, not necessarily performing on it” (Linda Hall)

Final thought for today



Theme: Leading with Well-being in Mind

Episode 29: Collaborative Leadership

Manager tip #31:

Remember that relationships are your greatest resource mobilizers!

Agenda tip #35:

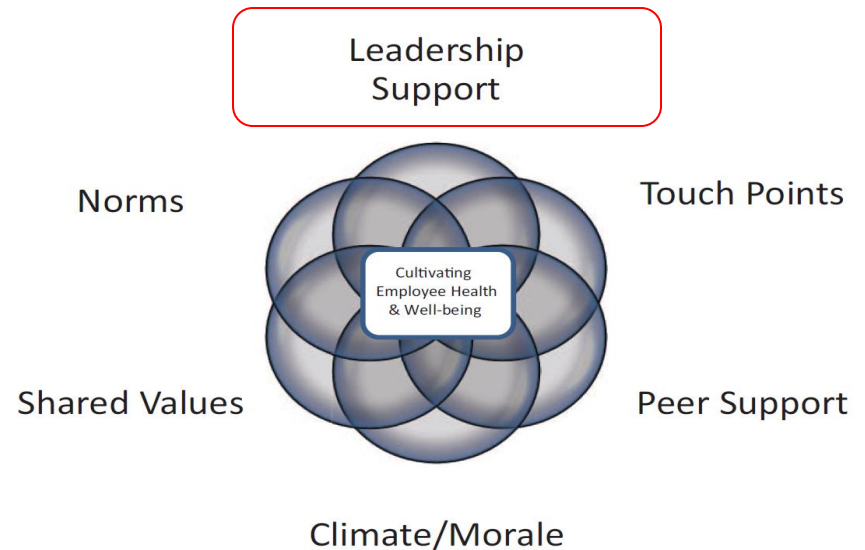
Make sure that you leave time on your agenda for conversations about how and why you collaborate



Theme: Leading with Well-being in Mind

Episode 29: Collaborative Leadership

Next session: Celebration



Connect with Healthy at Hopkins and the Office of Wellbeing

Healthy at Hopkins

- Access the portal via my.jh.edu and click on the 'Healthy at Hopkins' tile
- 833-554-4554
- healthyathopkins@jhmi.edu

Office of Wellbeing

- <https://www.hopkinsmedicine.org/joy-at-jhm/office-of-well-being>
- OWB@jhmi.edu

Follow us on Twitter and Instagram

 @HealthyHopkins
 @HealthyatHopkins

Additional Wellbeing and Leadership Resources

- LinkedIn Learning
- Sure People

What Question Do You Have?

