



Creating Collaborative Community Leaders

Case Study



“ In every activity we did today, no matter how divided or in what team, everyone came together to accomplish a goal. That was powerful.”

- CU Lead Workshop Participant

CU Lead has the following goals:

- To explore the unique places, organizations, and opportunities of Crawford County
- To educate leaders
- To encourage leaders to share ideas and embark on a journey of personal and professional development
- To create a network of passionate leaders in Crawford County

Executive Summary

Each year, a group of 20 community members at various levels of leadership come into the CU Lead program with the goal of becoming a cohesive team that can engage in helping their community thrive.

Bringing 20 leaders together to work as a cohesive team brings a multitude of challenges such as different leadership styles, communication styles, personalities, experiences, and perceptions. Strong personalities may try to drive the conversations, leaving other team members to retreat from the conversation. When this happens, good ideas may be overlooked. The CU Lead facilitators wanted to create an environment where all team members would have the opportunity to contribute to the group and where differences would be seen as strengths.

The Solution



Erin Stine, who heads up the CU Lead program, shared why the partnership with The Collaboration Partners is integral to the success of the CU Lead program in developing community leaders.

What made you decide to bring The Collaboration Partners experiential learning program back into the CU Lead curriculum?

A look at what the CU Lead alumni feedback was telling us. It was without a doubt the highest rated experience in our CU Lead program.

What value does The Collaboration Partners program bring to C U Lead?

The Collaboration Partners grants our cohort members an unbiased tactical leadership and teamwork feedback experience while working with the horses.

It's incredible to witness leaders of companies and organizations, who lead people every day, have these moments of recognition that maybe they don't know everything about their leadership style. The group quickly begins to connect as a team. Best yet, they then learn how to apply what they've learned in their professional and personal lives. It's a one-of-a-kind experience that The Collaboration Partners are more than happy to tailor to your organization's needs.

Why It Works



Science shows that the brain develops new connections when it is exposed to novel experiences. Unlike most leadership and team development programs, equine assisted learning at The Collaboration Partners provides participants with the opportunity to step out of their comfort zone and experience in real-time how to work together to overcome uncertainty in accomplishing strategic goals.

Through goal-based exercises with the horses (all done on the ground – no riding is involved) followed by a debrief using a proven model of facilitation, participants in the equine assisted leadership and team workshops at The Collaboration Partners have an experience that stimulates a high level of learning which translates directly to their work environments.

What are some key outcomes of this collaboration that have contributed to the success of CU Lead participants?

The way in which some of our cohort members who are more experienced leaders were able to take a look at themselves and make true change in their approach to leadership demonstrates why CU Lead doesn't work without The Collaboration Partners. No lecture, or trip to a business, or webinar, or PowerPoint can do what the experience with Wager (one of the equine facilitators) and The Collaboration Partners team can do for one's leadership journey. A decade after completing the program, we still have members who can remember, down to the exact moment in their day, when they realized something in themselves that could help them improve their leadership.

Comments from participants at the end of the day confirmed the positive learning outcomes of the experience:

Broadened my perspective

Understanding to go back to the assumptions!

You have to really listen and communicate

It showed me how to adapt to the current situation

Better/clearer communication

Need to step back and listen to others

The exercises today have helped me see things from a broader perspective

I need to listen to others feedback and thoughts

Just be aware of others first & how important that is!

Focusing on each little success

Communication is big

Assertive not aggressive

It wasn't about "success" but about learning - it isn't always about meeting a goal

I am able to relate what I learned today back to my agency and co-workers

Summary

The goals set by participants at the start of their experiential leadership workshop with us were themes we see regularly in our work with teams. People understand how to work better together when there is an opportunity to learn about each other and appreciate the different strengths that each member brings to the team.

Each cohort from the CU Lead program has experienced growth that contributed to their ability to successfully work together to make their community better.

The Collaboration Partners is honored to be part of the CU Lead team!

“ Working in a group of leaders is difficult. Having to give up power is tough, but I learned being a leader means sometimes letting others lead! ”



If you are looking for an experience that will help your team build stronger connection while gaining valuable leadership capabilities, contact us to find out how we can help them be successful.

Contact us: ginny@thecollaborationpartners.com | 419-651-6854

Sources: Peters, K. (2011, Spring). Neuroscience, learning, and change. Ashridge Business School. <http://www.ashridge.org.uk>



The Collaboration Partners believe in the power of the collective, and that great things happen when we find new ways to collaborate and work together.

For any business to be fully successful it must harness the potential of every member of the team. Leaders, employees, stakeholders, investors, and their supporting communities, each play a vital role in how a business performs, and each represents an opportunity for improvement and growth.

This is where we come in. The Collaboration Partners works to connect people and ensure they harness their individual and collective potential. We believe that through facilitated collaboration we are able to help transform individuals and ensure organizations are aligned to common goals, perform better together, and are as powerful as humanly possible.

Our Programs

Addressing Diversity



The Collaboration Partners help businesses address diversity and equity challenges by starting within the organization themselves, and the people that lead them. Understanding individual perceptions and beliefs enables participants to experience having difficult conversations around diversity and inclusion, in a collaborative environment where safety and the acknowledgement of everyone's humanity is the priority.

Team Development



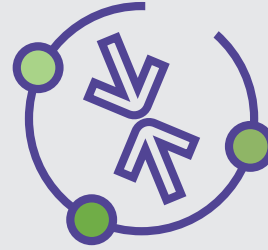
The Collaboration Partners helps teams reconnect and recalibrate to be prepared to work more cohesively in accomplishing strategic goals. We help teams gain awareness of their strengths and challenges, learn to understand the power of different perspectives, what effective communication looks like, and how to manage conflict.

Emerging Leaders



Our leadership program helps create awareness of the challenges we face as individuals and as teams while developing the skills necessary to make ourselves and the businesses we work for, the best that they can be. Throughout our interactive sessions participants will learn how to manage diverse personalities, resolve conflict among team members and set healthy boundaries to create a collaborative work environment where everyone thrives.

Coaching & Consulting



Our coaching and consulting services help leaders and team members understand their own strengths, the strengths of their colleagues, and how they can work more collaboratively. Using facilitated interactive sessions we enable people to quickly connect with colleagues to uncover the beliefs, perceptions, and assumptions that are preventing the team from moving forward. Each session is customized to meet the strategic needs of your organization and can incorporate assessments into the experience so you can apply the learnings and start making progress quickly.

Our Approach

Our team of human and equine partners will guide individuals and teams to better understand the barriers that are limiting success today, along with helping develop new skills and understanding in order to collaborate effectively and create improved success tomorrow.

Ginny Telego, President and Founder of The Collaboration Partners

Ginny is a highly qualified and experienced facilitator and coach. She has extensive management experience in many diverse corporate environments and is dedicated to coaching individuals and teams to help them find ways to becoming better leaders and team members through proactive collaboration, both within their corporate organizations and the communities where they live.

Ginny is passionate about helping people achieve their potential in whatever they are doing and is committed to creating highly inclusive programs that maximize the experience for participants working and learning from horses. She has travelled and taught leadership and team development internationally, while actively training other facilitators in the equine assisted learning field.

Ginny has a bachelor's degree in Organizational Management, a Master's degree in Business Psychology, and is a Certified Advanced Practitioner and Master Trainer with the Equine Experiential Education Association (E3A). She also serves part-time as the Executive Director of Leadership Ashland, is on the Board of Directors of E3A and a member of the Ashland Noon Lions Club.

Ginny and her husband, Greg, live on their farm in Ashland, Ohio with their five horses, three energetic Australian Shepherds, and are owned by a sassy calico cat.