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Company: Global Round Table Leadership

Challenge: Practicing and embodying our own culture and accountability work in Shared Leadership from the inside out. Rather than a challenge, this is our promise we make to ourselves. If we are working with teams and organizations to help them align their daily practices with their values, we must practice what we are teaching!

Approach: As a new team ourselves, we have been in the process of co-creating our shared leadership commitments, what our values are that guide us in how we want to show up for each other and for the organization. We began with our four pillars of Shared Leadership: Humanity, Equality, Wholeness, and Collective Wisdom. From there, we began naming values and aligned practices to being integrating into our workflow on a daily basis. For example, one of our values is the commitment to compassionate accountability. That means we are both supporting and cheering each other on in our work as well as naming instances where we know we are not bringing our best forward or we have some challenging feedback to give each other. While it is hard and very vulnerable, even scary to give and receive that kind of feedback, we do each other a disservice if we don't give it. We offer it honestly and with kindness. The guidelines we have started using for our feedback to each other are: First name what is currently strong. Then we name what could be stronger with specific examples and have a conversation about guidance or suggestions. It is a rigorous practice, but so important for our learning, growth, and building trust with each other. We also ensure that we include other ways of lifting each other up in our humanity, including integrating celebration into every day. Sometimes that means our staff check-in is a ten minute dance party! Sometimes that means we are taking a chocolate break. Other times, we pause and hold space for each other when we are struggling with loss or other personal challenges.

Recently, we also began digging into our meeting norms about topics on our agenda that were not getting addressed and continually pushed to the bottom of the agenda. We decided that after three times of that, we would put that item to the top of the agenda and check in about whether it was still a pertinent item. If so, we would deal with it first before anything else. The rule of three has been playing into other ways we set priorities or move things forward. If a task or decision gets rescheduled three times, we check in and make sure it is actually still relevant and assigned to the right person. We are all taking on the responsibility of holding each other accountable for doing what we say we are going to do and co-creating a vibrant work environment.

Impact: Every day is full: heart-full, soul-full and more productive. We dig into the hard questions rather than letting them go or get worse. We are living and learning what we seek to share with everyone we work with.