

Collaborative Leadership Tool (CLT)

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Scale: 1 Strongly Disagree 2. Disagree 3. Neutral 4. Agree 5 Strongly Agree

1. My decision-making power is equally divided among individuals
2. My management practice involves all internal and external stakeholders in a democratic decision-making process
3. Many of our new activities have been developed in teamwork with our beneficiaries
4. I encourage adoption of techniques to create and develop our products and service together
5. I encourage developing project deliverables in collaboration with our beneficiaries
6. I seek feedback to improve interactions with others.
7. I say exactly what I mean
8. I demonstrate beliefs that are consistent with actions
9. I solicit views that challenge my deeply held positions.
10. Collaboration is the basis of decision making
11. Filling in for each other's weaknesses is the way my team works
12. Acknowledging each other's strengths is the way my team works
13. Leveraging each other's strengths is the way my team works
14. I find that being authentic with my team makes my team works together
15. My team appreciates me being authentic
16. My team prefers to collaborate to complete their tasks
17. My team prefers to collaborate to organise their work
18. My team prefers to collaborate to plan their work
19. My team prefers to being authentic with each other
20. My team achieves its objectives most of the times
21. My team demonstrates trusts with each other.

22. I am open to receiving feedback from my team
23. I communicate with others through positive statements to ensure that I am understood clearly.
24. I spend enough time developing the member's skill sets.
25. I create custom plans for development of each of my team member
26. I am aware of the effects of my feelings on ~~other~~ team members' relationships
27. I often provide opportunities for members to exercise collaborative leadership
28. I appropriately grasp the information that the organization needs.
29. I appropriately analyse the information or data collected.(R)
30. I recognise the problem clearly and suggest a solution. (R)
31. I try to solve problems from various perspectives.
32. I ensure that collaboration is acted upon within my organisation
33. I walk the talk of being collaborative
34. I ensure collaboration is enforced within the teams
35. I always ask for each member's opinion before taking the final decision
36. I ensure that majority of the team members are in agreement
37. I acknowledge my mistakes/ignorance openly with my team
38. I share my objectives/vision for the organisation with my team
39. I encourage my team to share their objectives and vision for the organisation
40. I work on the details of the short-term goals of my organisation with my team
41. I work on the details of the medium-term goals of my organisation with my team
42. I work on the details of the long-term goals of my organisation with my team
43. I share the risks of the decisions taken with my team
44. I share the impacts of the decisions taken with my team
45. I demonstrate trust with my team.

- 46. I make my decisions after a data analysis
- 47. I make decisions based on my emotions I am feeling at that moment
- 48. I make my decisions based on a balance of data analysis and emotions felt at that moment

49. How have prior life experiences and circumstances shaped leadership practices?

Thank you for your time 😊