


Co-operative Leadership

A 3D rendered orange figure stands behind a large, light-brown rectangular sign with a thin brown border. The figure's right arm is raised, with its hand resting on the top edge of the sign. The figure's left arm is also visible, holding the sign from the side. The figure has a smooth, rounded head and simple, jointed limbs.

Getting things done,
inspiring engagement
and building healthy
relationships (and
having fun)

**Kim Penna, College Houses/Third
Coast Workers for Cooperation/
NASCO**

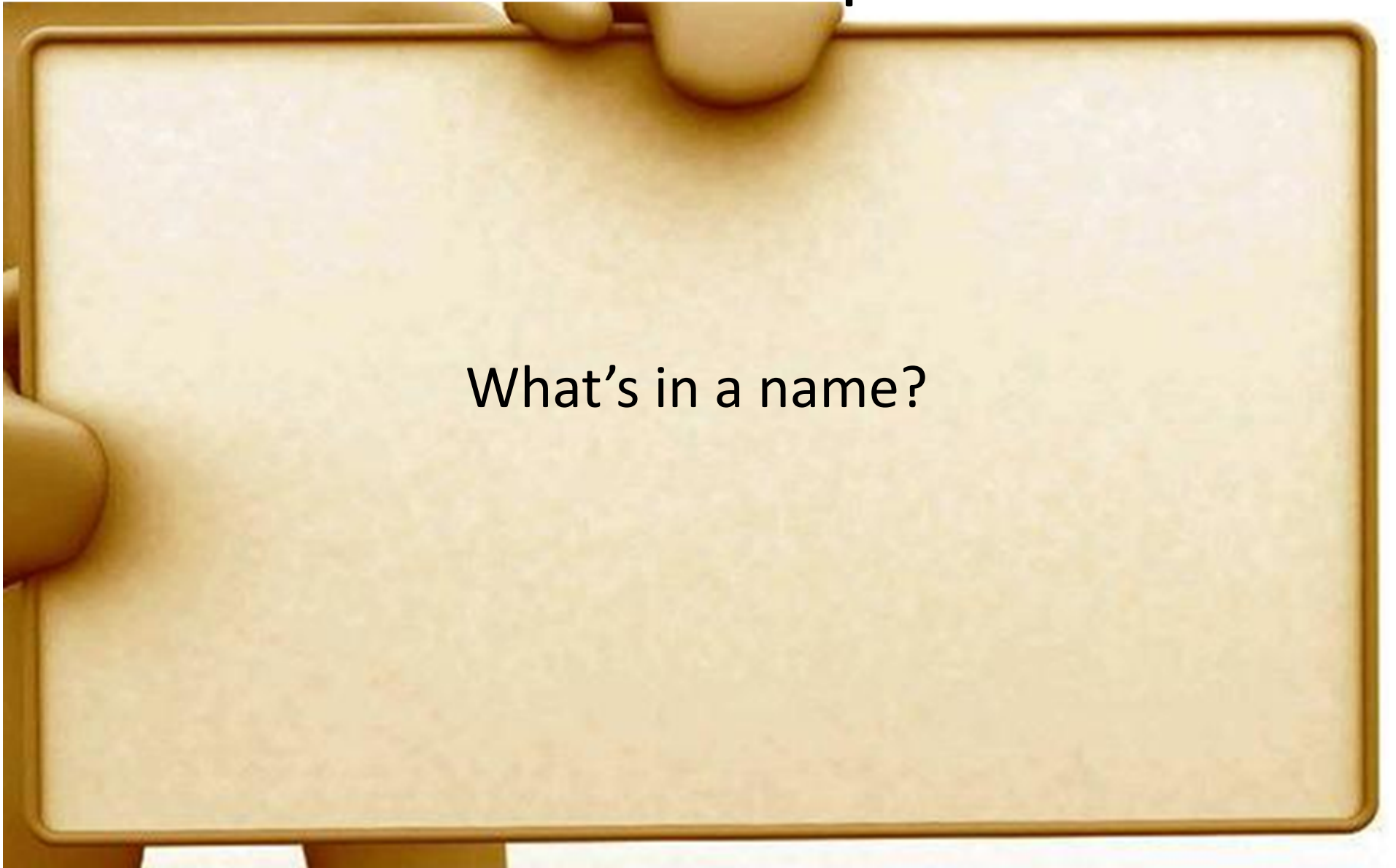
Erin Hancock, CCA/NASCO

What to expect

- Share your wisdom
- An oxymoron?....leadership and co-ops
- Self-awareness, self-management
- Social awareness, relationship management
- Conflict resolution
- Facilitation tips, tools
- Developing your action plan

Leadership

What's in a name?



“We have come to realize that we are servant leaders” – Cheryl Byrne, Credit Union Central of Canada



Balancing the social and economic aspects of the enterprise emphasizes the service dimension.

Self Awareness: Values

- | | | | | |
|-----------------------------|--------------------|--|--------------------------------|---|
| • Accomplishment, Success | • Democracy | • Health | • Perfection | • Simplicity |
| • Accountability | • Discipline | • Honor | • Personal Growth | • Skill |
| • Accuracy | • Discovery | • Human-centered | • Perseverance | • Solving Problems |
| • Adventure | • Diversity | • Improvement | • Pleasure | • Speed |
| • All for one & one for all | • Dynamism | • Independence | • Power | • Spirit, Spirituality in life |
| • Beauty | • Ease of Use | • Individuality | • Practicality | • Stability |
| • Calm, quietude, peace | • Efficiency | • Inner peace, calm, quietude | • Preservation | • Standardization |
| • Challenge | • Enjoyment | • Innovation | • Privacy | • Status |
| • Change | • Equality | • Integrity | • Progress | • Strength |
| • Charity | • Excellence | • Intelligence | • Prosperity, Wealth | • Succeed; A will to-Success, Achievement |
| • Cleanliness, orderliness | • Fairness | • Intensity | • Punctuality | • Systemization |
| • Collaboration | • Faith | • Justice | • Quality of work | • Teamwork |
| • Commitment | • Faithfulness | • Kindness | • Regularity | • Timeliness |
| • Communication | • Family | • Knowledge | • Reliability | • Tolerance |
| • Community | • Family feeling | • Leadership | • Resourcefulness | • Tradition |
| • Competence | • Flair | • Love, Romance | • Respect for others | • Tranquility |
| • Competition | • Freedom, Liberty | • Loyalty | • Responsiveness | • Trust |
| • Concern for others | • Friendship | • Maximum utilization (of time, resources) | • Results-oriented | • Truth |
| • Connection | • Fun | • Meaning | • Rule of Law | • Unity |
| • Content over form | • Generosity | • Merit | • Safety | • Variety |
| • Continuous improvement | • Gentleness | • Money | • Satisfying others | • Well-being |
| • Cooperation | • Global view | • Oneness | • Security | • Wisdom |
| • Coordination | • Goodwill | • Openness | • Self-givingness | |
| • Creativity | • Goodness | • Other's point of view, inputs | • Self-reliance | |
| • Customer satisfaction | • Gratitude | • Patriotism | • Self-thinking | |
| • Decisiveness | • Hard work | • Peace, Non-violence | • Sensitivity | |
| • Determination | • Happiness | | • Service (to others, society) | |
| • Delight of being, joy | • Harmony | | | |

Self Awareness: Personal Vision

- 5 personal values
- 4 things you enjoy most in life
- 3 things you must do everyday to feel fulfilled
- 2 strengths that you or others see in you
- 1 weakness that you or others see in you



Self Awareness: Personal Vision

physical, spiritual, work or career, family, social relationships, financial security, mental improvement and attention, fun, and



Personal Cooperative Vision: Goals

- Short
- Medium
- Long

Self-Management

- Self control: keeping cool
- Transparency
- Adaptability
- Achievement
- Optimism-belief the goal can be achieved



Primal Leadership. 2002. Daniel Goleman, Richard Boyatzis, Annie McKee.

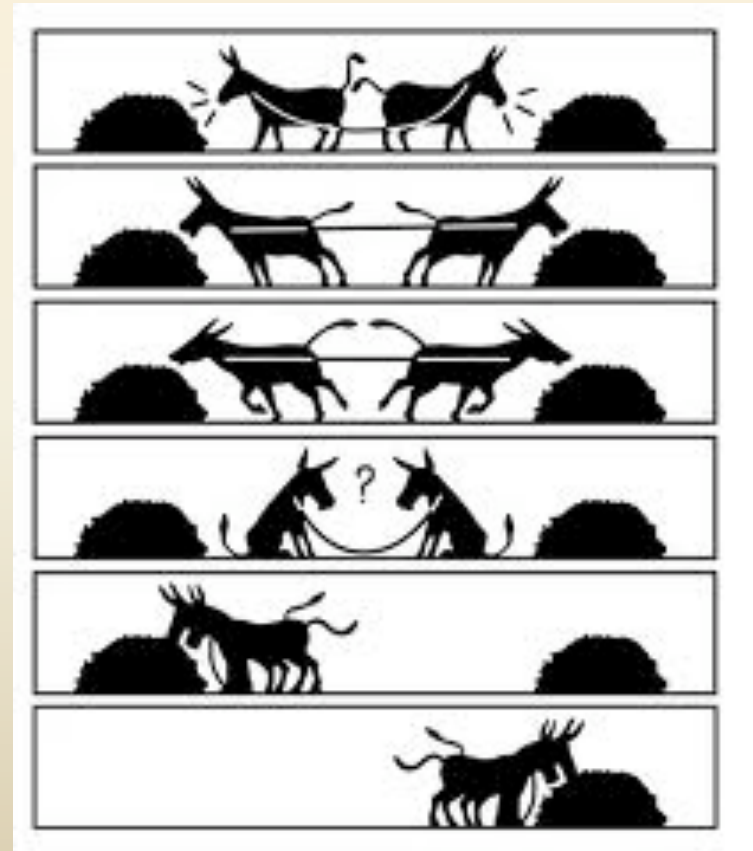
“Servant leadership values everyone’s involvement in community life because it is within a community that one fully experiences respect, trust, and individual strength.”

-Peter Northouse, 2007



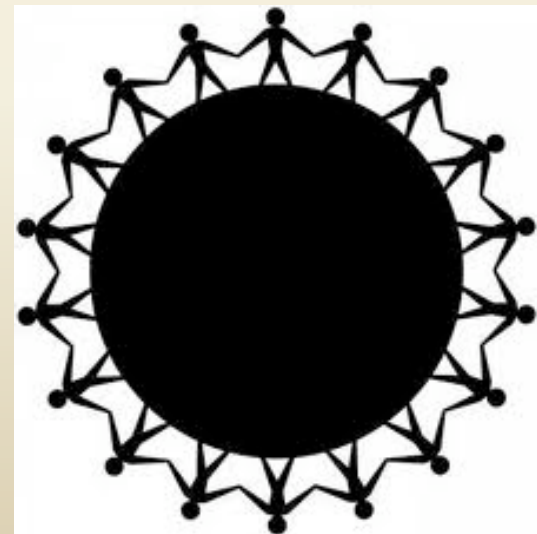
Social Awareness

- Empathy
- Organizational awareness
- Service



“Among the co-op movement’s assets is a preoccupation above all for people. In order for co-operative to blossom, concepts like teams, empowerment, equitable sharing, participation and democratic management are absolutely necessary”

–Bruno-Marie Bechard,
Universite de Sherbrooke



Relationship Management

- Inspiration
- Influence
- Developing others
- Change catalyst
- Conflict management
- Teamwork and collaboration



“The ultimate goal of co-operation is to improve quality of life. Therefore, all co-operative activity is inspired by service to people and their community. Service is perceived as both the source and purpose of the economy. “

-Alain Leclerc, Fédération des Coopératives
Funéraires du Québec

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Conflict Resolution

- Focus on values, not position
- Focus on what works and what doesn't work, not who has those ideas or the “right” or the “wrong”
- Never a fixed pie scenario
- Identify “points of unity” and build from there
- Prioritize good relationships over any other outcome of conflict resolution (also known as “talking”)

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“You need to see people as the root of success instead of concentrating first on strategy, otherwise you will not succeed. First, spend time with people and see what they think, and then, together, come up with the best strategy to achieved desired results.”

-Dave Mowat, Vancity Credit Union

Facilitation

- Getting people in communication and creating together

Tips:

- Ice breakers, gets people attentive to group
- Have fun together
- Balance of group, access for all
- Draw out themes while validating all contributions

Facilitation Tools

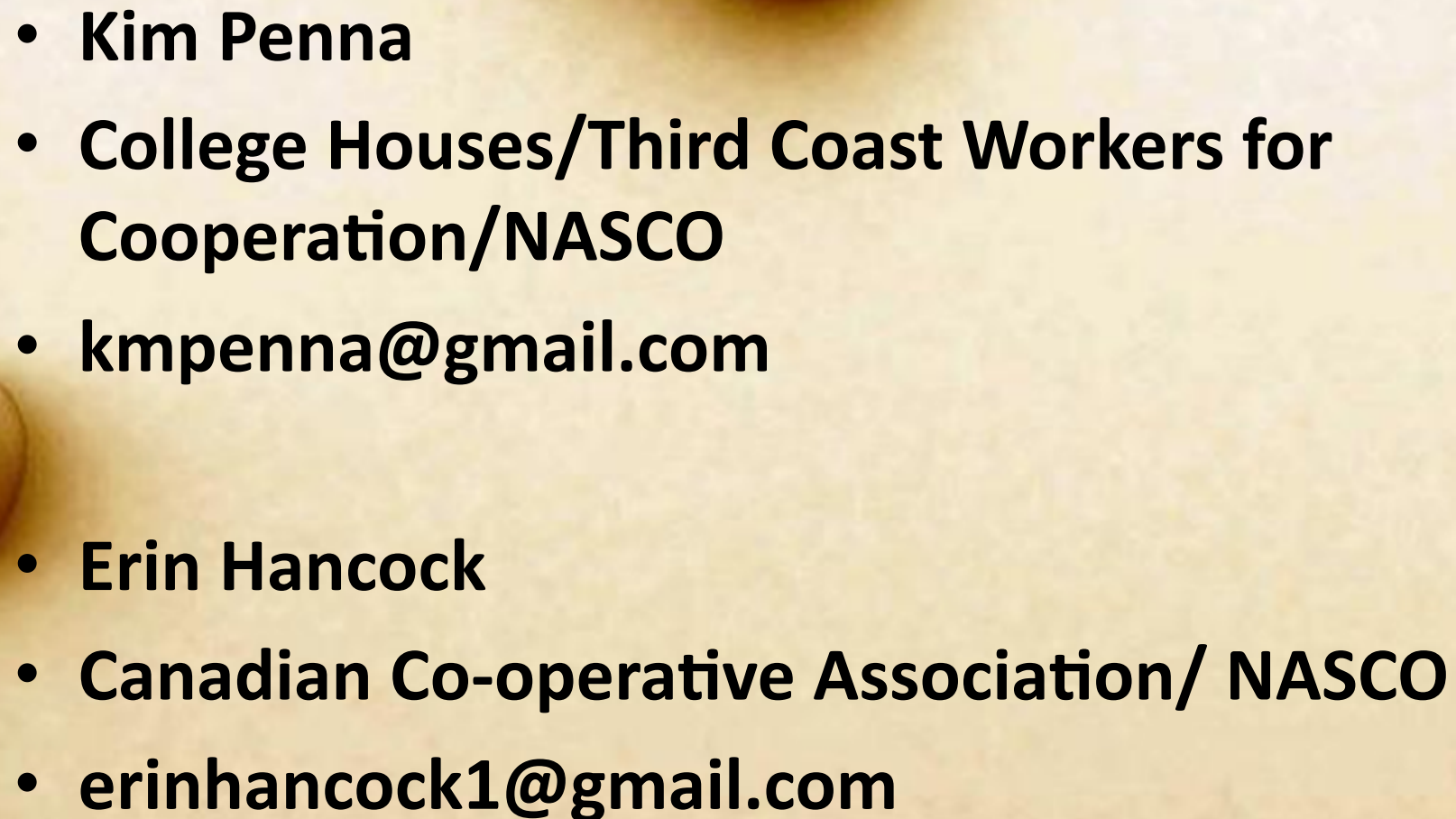
- Share roles in the group (and build everyone up for success)
- Icebreakers: 2 truths and a lie, opportunities for 1 on 1 between group members, question to the group as get to know you
- Penny exercise
- Mind mapping
- World Café
- Dot Storm
- Example: NASCO decision-making

Defining Co-operative Leadership



Leadership is for the birds



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