Co-operative Leadership

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

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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.

Made in Canada Leadership. Amal Henein & Francoise Morissette. 2007
Self Awareness: Values

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

“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”)
Relationship Management

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