



Helping you develop the organization of your dreams!

Train: Shared Leadership and the SEEM Framework

Bringing a participatory framework to your organization to develop a culture of commitment

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INTRODUCTION

Communication, influence, relationships: these are the skills that move leaders from acting as individual contributors to collaborative leaders – getting work done through the organizational hierarchy and across multiple boundaries. Shared leadership is our vision of great leadership. It is based on the participatory leadership model that encompasses a followership practice, mutual feedback through dialogue, and a leader-team member relationship.

The Archetype Shared Leadership framework is SEEM: **S**tand out, stand up; **E**ngage everyone, everyday; **E**xplore options; and **M**otivate right with a specific focus on trust, warmth, psychological safety, and motivation theory as the necessary foundation to leading.

Develop a *Shared Leadership* approach in your organization. Unless you know how to lead, the *what* of leading doesn't really matter.



PRODUCT/SERVICE/METHODOLOGY

Shared Leadership is based on the participatory leadership model that encompasses a *followership* practice, mutual feedback through dialogue, and a leader-team member relationship. The participatory style of leadership has been proven, through years of academic research, to be the most effective means of leading individuals and teams:

- Feel heard and included
- Relationship centered work life
- Experience kindness and compassion
- Has clear expectations
- Experience fairness or just responses
- Is motivated in way that is individually meaningful
- Engaged and empowered
- Psychological safety to maximize inclusion

In addition, we examine the fundamental differences between managing and leading so leaders know how and when to apply an approach that will work in a variety of unique settings.

We have built an easy-to-use leadership framework that incorporates the how of shared leadership into a simple model: SEEM. The SEEM framework utilizes trust, psychological safety, warmth, and motivation as a structure for *how* to lead others. The Shared Leadership program also includes a 360 review.

KEY FINDINGS

Key Findings #1



To manage or lead. There is a difference. We've not done a good job at distinguishing between the two, and worse yet, we tend to use the two terms synonymously based on role or title. This is simply not the case. Managers accomplish work, leaders accomplish work through others. Does your team know how and when to lead?

Key Findings #2



The power of dialogue: Often those closest to the work have the best answer to the problem. In our hectic organizational lives, filled with competing priorities, however, it's sometimes easier to have the answers ourselves. This inability to engage with team members is a significant contributor to dis-engaged team members.

Key Findings #3



A simple, easy to recall framework: SEEM. The SEEM framework is simple and easy to remember with four of the most important engagement drivers. These drivers are not limited to one industry, but span all areas of production and service as they are based on the very premise of supporting team members through engagement.



Visual Data

Gallup's employee engagement work is based on more than 30 years of in-depth behavioral research involving more than 17 million employees. Through rigorous research, Gallup has identified 12 core elements – the Q12 – that link powerfully to key business outcomes. These 12 statements emerged as those that best predict employee and workgroup performance.



The SEEM framework meets nine (9) of Gallup's top 12 engagement drivers. By teaching leaders how to connect with team members, your organization can find unlimited commitment through an engaged team.



CONCLUSION

In today's work environment of competing priorities, organizational leaders are taking on a lot of work that is not as important as ensuring a committed team. Help your leaders develop the skills needed to engage your team members to be the most effective and committed team, doing the work you need everyone to be doing!

Develop a *Shared Leadership* approach in your organization. Unless you know how to lead, the *what* of leading doesn't really matter.

Key Takeaways

- There is a difference between managing and leading. Both are important, but knowing when and how to manage and lead is critical for a committed team.
- Team members want to be heard. We bring our skill sets to the organization to be successful, not put in a box on a shelf.
- The SEEM framework is simple to recall and meets nine out the top 12 Gallup drivers of engagement!