



InitiativeOne®

LEADERSHIP INSTITUTE

LEADERSHIP WORKBOOK

THE MAGICAL POWER OF TRUE COLLABORATION

INSPIRED BY
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KEYNOTE

INTRODUCTION

Powerful collaboration is more than sharing ideas and compromising. It requires trust, positive intent, a commitment to high standards, and a shared purpose greater than individual self-interest.

Collaboration means listening long and talking short. It means putting difficult things on the table, asking for help, owning mistakes, and staying engaged when the conversation becomes uncomfortable.

————— *Team, Mission, and Purpose Above Self* —————

SECTION 1

BEFORE YOU WATCH

Be completely honest.

No one else needs to see your answers.

1. Do you feel that you belong in the room and have something valuable to contribute?

2. Where do you need more courage to share an idea, ask for help, or own a mistake?

3. How do you respond when conflict or tension arises on a team?

4. What does putting purpose above ego like in your current role?

SELF-ASSESSMENT

Rate each statement. 1 = Rarely True. 5 = Always True.

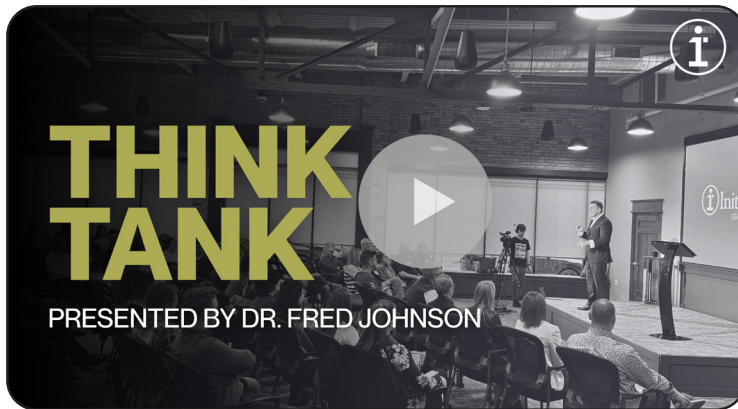
	RARELY TRUE 1	2	3	4	ALWAYS TRUE 5
1. I approach others with trust and positive intent.	☐	☐	☐	☐	☐
2. I believe I belong in the room and can contribute meaningfully.	☐	☐	☐	☐	☐
3. I use my voice to share ideas, concerns, and solutions.	☐	☐	☐	☐	☐
4. I can ask for help and own mistakes when needed.	☐	☐	☐	☐	☐
5. I stay handle during difficult or uncomfortable conversations.	☐	☐	☐	☐	☐
6. I address conflict with kindness, directness, and respect.	☐	☐	☐	☐	☐
7. I hold myself and others accountable to the team standard.	☐	☐	☐	☐	☐
8. I put team mission and purpose above personal comfort or ego.	☐	☐	☐	☐	☐

Notes

SECTION 2

Watch and Reflect:

As you watch The Magical Power of True Collaboration, capture insights that challenge your thinking.



Use the space below to capture insights and examples as you watch.

SECTION 3

What Powerful Collaboration Requires

1. Trust and Positive Intent

Collaboration requires psychological maturity.

- People are expected to use their voice and contribute.
- Trust and positive intent create an environment where people can speak honestly and listen effectively.

2. A Healthy Self-Narrative

Effective leaders believe: I am enough. I belong in the room.

- Every person has a valuable role, even if their contribution happens behind the scenes.
- Knowing you belong gives you the courage to put important things on the table.
- It helps people ask for help, own mistakes, and contribute without fear.
- Collaboration requires people to become comfortable being uncomfortable.

3. Conflict That Builds Trust

Healthy teams see conflict as a trust builder, not a relationship destroyer.

- Organizations that do not address conflict well do not collaborate well.
- Teams must have KDR (kind, direct, respectful) conversations.
- Great teams work through disagreement during the innovation process.
- They listen long, talk short, collaborate, and do not compete against one another.

4. Commitment to the Standard

The standard is the standard.

- Teams hire by the standard.
- Team members hold one another accountable to the standard.
- Leaders celebrate when the standard is met.
- Teams make difficult decisions when necessary to protect the standard.

5. Purpose Above Self

Collaboration requires an all-in commitment to purpose from everyone involved.

- Shared purpose keeps teams grounded.
- It gives purpose to continue when quitting would be easier.
- Great teams choose mission, purpose, and self-sacrifice above ego or comfort.

REFLECTION

Which principle is easiest for you to live? Which one becomes hardest when the stakes are high?

SECTION 4

Team Conversation

1. Do people on my team feel that they belong and have a meaningful contribution to make?

2. Are we creating an environment of trust and positive intent?

3. Where do we need to have a KDR (kind, direct, respectful) conversation?

4. Are we addressing conflict, or are we avoiding it?

5. What is our standard, and where do we need stronger accountability?

6. How can we better put the team mission and purpose above self-interest?



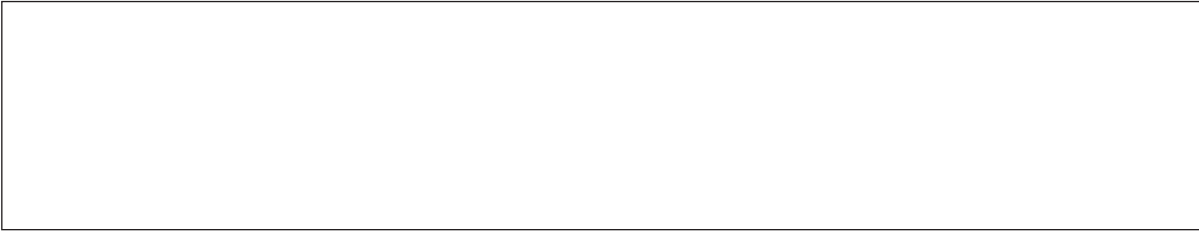
SECTION 5

Next Steps

1. What conversation, issue, or opportunity needs greater collaboration?



2. What do we need to put on the table honestly and respectfully?



3. What team standard or shared purpose should guide us?



4. What action will we take, and who needs to be involved?



One Leadership Commitment

What is one way you will contribute more confidently, listen more intentionally, or put the mission above yourself this week?





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