

## Shur Fellow Guidance May 2019 Collective Leadership/Leadership Transitions

As the next couple months will involve some degree of leadership turnover in most Leagues, we wanted to offer the following resources:

- *Nonprofit Quarterly* defines Collective Leadership as:  
"... a group of people working together toward a shared goal. When collective leadership is happening, people are internally and externally motivated—working together toward a shared vision within a group and using their unique talents and skills to contribute to the success. In fact, collective leadership recognizes that lasting success is not possible without diverse perspectives and contributions."
  
- [This article](#) details how the collective work of new and veteran leaders and/or leaders from different backgrounds or with different work styles can elevate the work you are doing.
  
- [DEI Success Story: LWV of Wisconsin](#): Erin Grunze and Ellen Penwell are staff members for the LWV of Wisconsin. They shared with us a series of activities their League has done to promote internal change and strengthen their mission impact work by applying a diversity, equity and inclusion (DEI) lens with a recommendation for this planning to start at the beginning of your board year.

After reading the articles, consider the following:

- How was Collective Leadership demonstrated in the LWV WI story?
- How did it help achieve success?
- How can your League apply the recommendations highlighted in the LWV WI article to your plans for the upcoming year?

### Exercise

Here is a suggested exercise that could be the catalyst to some of the work outlined in the stories or to move your League to the recommendations. Please refer to [our definition of diversity](#) for the many dimensions covered by that word.

1. How diverse is our board compared to last term?
2. Do the members of our board reflect our membership?
3. Do the members of our board reflect our community?
4. What would more diversity look like over the next year?
  - a. Over the next 5 years?
5. What are some short-term goals to help us achieve greater diversity if that is needed for our board?
  - a. What are some long-term goals?

[Leadership: Transitions, July 2018 Shur Fellow Guidance](#) : This guidance was written last summer and offers a series of resources on leadership transitions. We are including this as a helpful tool for new leaders.