

# 7 ELEMENTS OF SUCCESSFUL COLLECTIVE LEADERSHIP



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Achieve your vision.

A leadership strategy that addresses the uncertainty and complexities of change is needed for credit unions to thrive in a fast-paced world. Collective leadership aligns well with credit union values as an effective organizational approach to leadership.

1

**NETWORKS:** Forming strategies for growth and enhancing member service requires a variety of expertise from across departments or outside partners. Collective leadership encourages intercommunication between contributors.

2

**MUTUAL ACCOUNTABILITY:** Use group communication to foster strong cohesion and help individuals within teams stay on track with their assigned responsibilities.

3

**AUTHENTICITY:** Relationship building that encourages open communication and employees to be themselves creates strong, confident teams. Create opportunities to connect as a team and be sure to invite everyone's input.

4

**EMPOWERMENT:** Swift, effective responses require independent action. Align tasks to employee strengths, ensure applicable training/resources are available, and clearly designate when employees are expected to act on their own.

5

**LEARNING:** Internal training, industry conferences, continuing education, and mentorship can help all employees perform better and discover opportunities for innovation as well as personal and group advancement.

6

**EXPERIMENTATION:** Introduce new ideas and test them. Review results regularly as a team to determine what new tactics may be needed.

7

**MEMBERS/COMMUNITY FIRST:** Make community and member needs the basis for forming organizational and group goals. This helps ensure credit union services remain relevant as community and member needs change.

Envisant utilizes effective leadership approaches to bring forward-thinking, relevant prepaid payment services to credit unions. To learn how our team can help you with your prepaid strategy, contact us at **1-800-942-7124**.