Building Community Connections Through Collaborative Leadership

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Panorama Park Renovation

https://coloradosprings.gov/panoramapark
Youth Advisory Council

“Sharing our light”
“Stepping into our power”
Public Comment and Revisions
Final Designs
How would you describe the Southeast? What words would you like to see on the mural?
Custom Stamps
Tile Decorating Events

[Images of people participating in tile decorating events]
Jere Rose of Art by Rizzo
Favorite Tiles
Benefits

Raised Awareness
• "I didn't know there was a library here! / I didn’t know the library had that!"

Connections
• New partnerships are already forming

Integration
• The library is automatically considered as part of the community's assets
What is Leadership?

Power
Control
Decision making
Someone with followers
Single person or small group
What is Collaborative Leadership?

- Collaboration arises out of shared vision and values, plus mutual respect
- Relies on intrinsic motivation
- Relationship-based
- Hierarchy doesn’t matter; everyone has a voice
- Everyone is both a leader and a follower
- Achieving together what no single group could do alone
Necessary Skills

• Listening
• Constructive criticism
• Cultural competence
• Treating process as equally important vs. end goal
Half Full/Half Empty

Full: Our talents, strengths, and skills
Empty: Our mistakes, weaknesses, and prejudices

“If we acknowledge our own emptiness and fullness, as well as that of others, it changes our relationship to each other and to community. The moment we enter any relationship or community with the belief that we are all full and they are all empty—that we are better, that we can fix them, or that we can fill their emptiness up with our fullness – we are arrogant at best and oppressive at worst. But if we recognize that we are half-full, half-empty people who are helping half-full, half-empty neighbors and communities, we can create transformative relationships that will have much greater impact for individuals and communities.” –p. 127

Everyone Leads: Building Leadership from the Community Up by Paul Schmitz
Half Full/Half Empty

- Funding
  - Big-picture organization
  - Institutional connections
  - Time and labor (via Jere)

- Community connections
  - Community expertise

- Artistic expertise
  - Detailed organization
  - Time and labor
  - Space and equipment

- Space and equipment

- THE TRUST FOR PUBLIC LAND

- RISE Southeast
  - Resilient • Inspired • Strong • Engaged

- PIKES PEAK LIBRARY DISTRICT

- MC
  - your place. your space. your MAC
Asset Based Cultural Competence Framework

Cognitive:
"Knowledge of one's own culture is at the heart of understanding others and the surrounding world."

Interpersonal:
"Interpersonal relationships are built on trust, caring, appreciation, and gentleness."

Environmental:
"Environmental factors include situations and contexts in which all activities occur. It includes 'racism, sexism, homophobia,' discrimination, oppression, social classism, ageism, and religious intolerance."

Collaborative Leadership and Cultural Competence

• What are your institution's espoused values and practices?
• Are those values and practices consistent?
• Do those values include knowledge and appreciation of the culture of the communities associated with the institution?
• How can institutional values be improved?
• Are there standards in place to determine adequate practices within the institution?
• What assets already exist in your community?
• What's going right in your community?

Where is Collaborative Leadership already happening?

• Where do you see a collaboration happening either within your library or between your library and a community group?

• What are two aspects of this collaboration that are working well?

• What are two aspects of this collaboration that could use improvement?

• How could you apply collaborative leadership principles to improve this collaboration or head off potential problems?
Where could Collaborative Leadership help in the future?

- Where do you see an opportunity to build a new collaboration?
- What are the potential benefits of this collaboration to each party involved?
- What does your library’s half empty/half full glass look like in this situation? (What are your strengths and assets? What are your limitations and prejudices?)
- What potential issues are holding this collaboration back?
What we are carrying forward

• Go to the community instead of waiting for them to come to you
• Just show up
• Ask the community what they need/want rather than trying to show them what the library has
• Treating community expertise as a valuable asset


