At LeadLocal, we believe in co-leadership. Co-leaders are individuals who embrace co-creation and cede power; who possess the humility, compassion, and grit to span boundaries; who listen with generosity and respect; act with integrity and accountability; & learn continuously; who challenge the status quo to make space for the emergence of healthy, just, and equitable systems.

Our co-leadership development programs apply participatory processes to explore the components of system stewardship: respect and reciprocity; shared power and systems thinking; design and agility; communication and collaboration; awareness and integrity.

| **Respect & Reciprocity** | 1. Treats others with respect and dignity at all times  
2. Demonstrates passion for individuals and the greater good in conduct and actions  
3. Challenges the status quo to promote equity, inclusivity, and emergence in the system  
4. Helps others find purpose and meaning in their work  
5. Contributes to and understands the shared goal and collaborators’ shared interests  
6. Leads by example and inquiry |
| **Shared Power & Systems Thinking** | 7. Understands the shared goal is more important than individual success  
8. Holistically respects others in their roles and supports their autonomy  
9. Embraces and encourages reflection, feedback, diversity and alternative perspectives  
10. Offers genuine praise for meaningful accomplishments and work  
11. Holds self and others accountable (w/out condescension) and respects all contributions  
12. Sees the larger system and offers appropriate resources or support to those who need it |
| **Design & Agility** | 13. Uses historical/contextual awareness to develop inclusive processes and approaches  
14. Incorporates long-term, sustainable thinking into short term activities  
15. Shares tasks and responsibility based on others’ interests, input, and strengths  
16. Is able to iterate, adapt, and adjust effectively to ambiguity and change  
17. Uses empirical information and experimentation in decision making and learning  
18. Demonstrates a growth mindset in all endeavors |
| **Communication & Collaboration** | 19. Works to create a culture of belonging and understanding for collaboration  
20. Is aware of own communication and work style and can flex to accommodate others  
21. Is confident in asking for help and accepting feedback  
22. Trusts and respects others to work effectively on their own  
23. Is confident in sharing ideas and providing honest feedback  
24. Communicates appropriately, authentically, and transparently |
| **Awareness & Integrity** | 25. Demonstrates a high level of personal integrity and accountability  
26. Listens compassionately and asks questions before drawing conclusions  
27. Refrains from passing judgment on others or their actions  
28. Is aware of own privilege and short comings; works towards continual self-improvement  
29. Responds well to constructive critique and considers failure a learning opportunity  
30. Accepts resources, help, and coaching from others—no matter rank or position |