



Synergos

An Overview of Bridging Leadership

Bridging Leadership

Bridging leadership is a style of leadership that focuses on creating and sustaining effective working relationships among key partners and stakeholders. By "bridging" different perspectives and opinions often found across the breadth of different stakeholders, a common agenda can begin to be developed and shared in order to find solutions to social and economic problems.

The concept was developed by an international group of researchers and development practitioners convened by Synergos. Today the concept incorporates the experiences of the last 25 years of working with partnerships at Synergos as well as experience and research of our colleagues in the Philippines, Latin America and Africa.

Bridging Leadership

Bridging Leadership is an approach to leadership for addressing complex social challenges. These challenges:

- ◆ Are beyond the capacity of one sector alone to resolve;
- ◆ Need collaborative action of all sectors – government, civil society, business and donors;
- ◆ Need sustainable solutions that are owned by the diverse and multiple stakeholders.



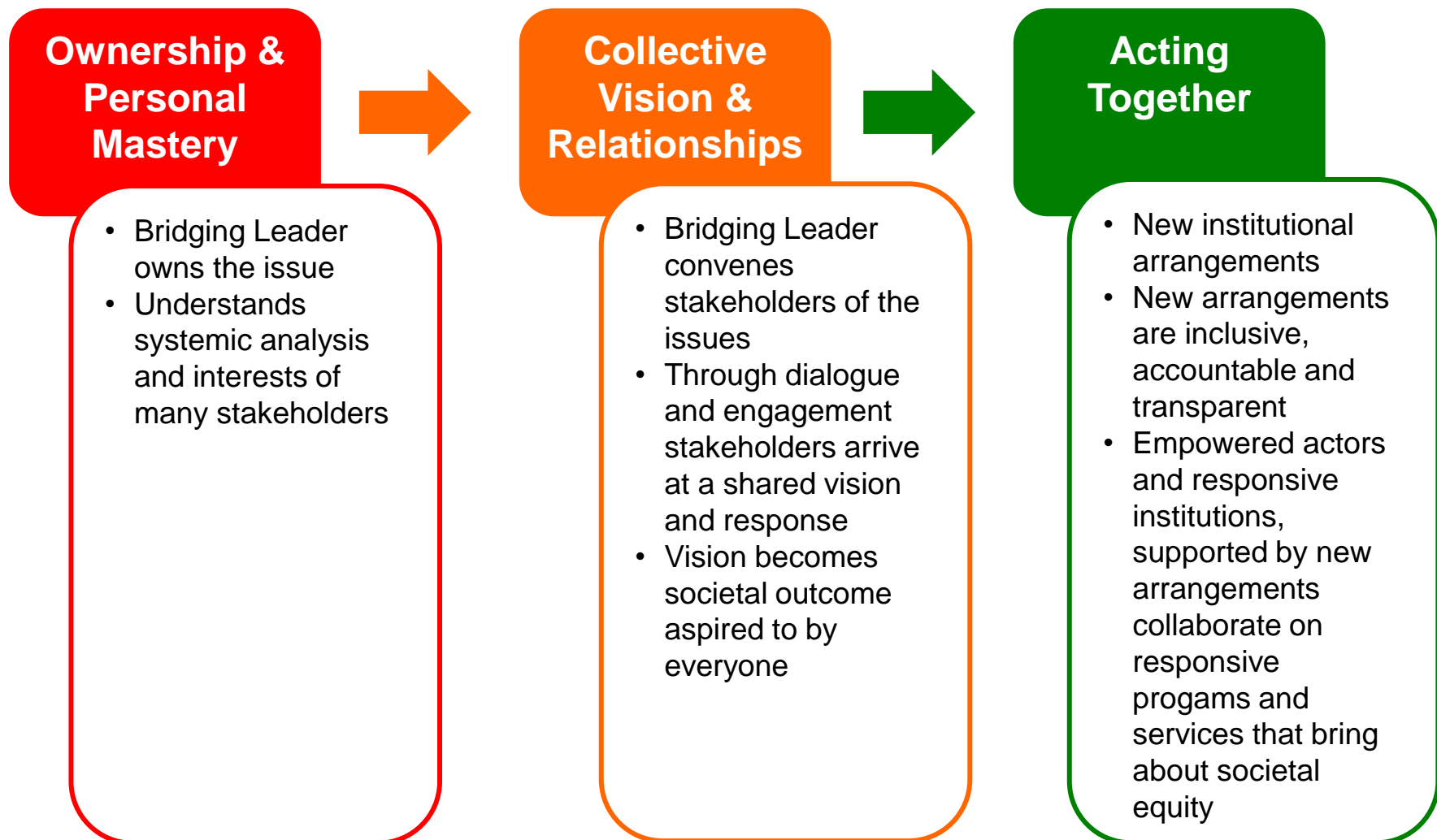
Paradigm shift in thinking about leadership

FROM Leaders as	TO Leaders as
Commander and controller	Facilitator and convener
Sole owner of the problem and solution	Prime mover, but a co-owner of the problem and solution
Having all the answers	Creator of the conditions where answers emerge
A single intelligence	Focuser of collective attention and the distiller of collective intelligence
Head of one organization	Ligament between organizations and institutions across a system
Holder of power	Distributor of power, letting go to enable new things to emerge
Expert	Non-expert, mobilizing the expertise of others

Key Bridging Leadership Skills

- ◆ Listening, empathy and self-awareness;
- ◆ Ability to connect with different audiences (stakeholders);
- ◆ Secure, with low ego needs;
- ◆ Systems thinking;
- ◆ Ability to design, convene and manage a process of partnership.

Bridging Leadership: Process is part of the solution





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