An Overview of 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

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

Ownership & Personal Mastery
- Bridging Leader owns the issue
- Understands systemic analysis and interests of many stakeholders

Collective Vision & Relationships
- Bridging Leader convenes stakeholders of the issues
- Through dialogue and engagement stakeholders arrive at a shared vision and response
- Vision becomes societal outcome aspired to by everyone

Acting Together
- New institutional arrangements
- New arrangements are inclusive, accountable and transparent
- Empowered actors and responsive institutions, supported by new arrangements collaborate on responsive programs and services that bring about societal equity