Boundary Spanning Leadership
Three Steps:
1) Jot down notes and share story with a learning partner (or two)
2) Identify similarities
3) Report Outs – What are the similarities?

Think of a challenge you currently face that can only be solved by reaching out and collaborating across the organization.
How important is it for you to collaborate effectively across boundaries?

How effective are you?

- **Importance**
  - Very Important: 86%
  - Important: 13%

- **Effectiveness**
  - Very Effective: 62%
  - Effective: 55%

**The critical gap**: 79%
Our Story
Boundary Explorer™

Boundary Explorer™ is a tool for exploring interdependent leadership by leading across boundaries.
Boundary Explorer™

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Boundary Explorer™ Instructions

What is boundary spanning leadership?

Why is it needed?

How can it be practiced?

What are the implications?

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Boundary Spanning Leadership
Buffering
Monitor the flow of information and resources across groups to define boundaries and create safety.

Connecting
Link people and bridge divided groups to suspend boundaries and build intergroup trust.

Weaving
Draw out and integrate group differences within a larger whole to interface boundaries and advance intergroup interdependence.

Reflecting
Represent distinct perspectives and facilitate knowledge-exchange across groups to understand boundaries and foster intergroup respect.

Mobilizing
Craft common purpose and shared identity across groups to reframe boundaries and develop intergroup community.

Transforming
Bring multiple groups together in emergent new directions to cross-cut boundaries and enable intergroup reinvention.
Today’s Limiting Borders—Tomorrow’s Limitless Frontiers
BOUNDARIES

bound·a·ry

1. Something that indicates bounds or limits; a *border* or bounding line
FRONTIERS
bound·a·ry
2. Also called frontier. The location of the most advanced or newest activity in an area.

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We invite you to **continue the conversation in 3 ways....**

**Book Signing at the ASTD bookstore**

**Online at spanboundaries.com**

**CCL Booth (#1523)**