

Partners in Prevention Coalition Toolkit

Step 3 Coalition Leadership Tips

Leading a coalition can be difficult; it takes effort and practice. Here are a few top leadership tips for managing and sustaining strong coalitions:

Understand your leadership style

Do some reading and self-assessment about different types of leadership and where you fall naturally. Explore growth areas, as there are pros and cons for various leadership styles and certain situations where one type may be necessary.

Build relationships

Coalitions are reliant on the relationships of its members. Get to know each individual and encourage team building among members. Remember that this takes time!

Lead with trust

Be reliable, honest, and genuine. This goes along with building relationships, and trust comes with it.

Use a transparent decision-making process

Decisions should be made collectively whenever possible, but if you as the leader have to make a call, do so openly and explain why.

Show your passion

Regularly share with others (or reflect privately on) your 'why' for doing this work. Approach the work with energy and sincerity.

Encourage, support, and motivate members.

Strong leadership means being a champion for those around you. People thrive in environments where they are supported. Recognize that different people are motivated by different things.

Listen and communicate effectively

Practice active listening skills and be open to feedback. Whether in verbal or written communications, try to be clear and succinct. Learn how different people prefer to receive communication.

Offer rewards and recognition

Make your coalition members feel important and recognize the great work that they do. This can look different for various people, whether it be with a small thank you note, giving kudos during a meeting, or formally recognizing the work of a team member with an award.

Be flexible and willing to try new things

Have an open mindset, accept new ideas, don't 'do what's always been done' just for the sake of continuity.

Be inclusive and welcoming

Set the tone and atmosphere in meetings and for the coalition more broadly with an inclusive and welcoming environment.

Resources

Some resources for each leadership tip are below. As some of these are oriented more for businesses/employers, not all will be a perfect fit for your coalition work. A few general resources are listed, followed by resources by leadership tip.

General

- [Coalition Leadership - Community Partners](#)
- [Becoming an Effective Manager - Community Tool Box](#)

Leadership Style

- [The 5 Leadership Styles You Can Use - IMD](#)
- [The 7 Most Common Leadership Styles - LinkedIn](#)
- [Collaborative Leadership - Community Toolbox](#)

Relationship Building

- [Networking and Relationship Building - Minnesota State University Leadership Toolbox](#)
- [Stages of Team Building - CoalitionsWork](#)
- [Building Relationships: Allies, Coalitions, and Government - Public Knowledge](#)

Lead with Trust

- [6 Ways to Lead with Trust - Inc.](#)
- [How the Best Leaders Build Trust - Leadership Now](#)

Transparent Decision Making

- [Are your decision making processes transparent? - LinkedIn](#)
- [Consensus Decision Making - Seeds for Change](#)
- [A 3-Step Process for Open and Transparent Decision Making - Open Source](#)

Show Your Passion

- [7 Ways to Bring Passion to your Work - Thrive Global](#)
- [13 Tips to Find and Demonstrate Passion at Work - UtiCareer](#)

Encourage, Support, and Motivate

- [How You Can Encourage Your Employees to Lead - Inc.](#)
- [Effective Leadership: 9 Ways to Support Your Team - The European Business Review](#)
- [Helping People to Motivate Themselves and Others - Management Help](#)

Effective Communication

- [Top 10 Essential Skills for Effective Communication - Skillsology](#)
- [Communication Skills for Workplace Success - The Balance Careers](#)

Rewards and Recognition

- [Arranging Celebrations - Community Tool Box](#)
- [6 R's of Participation - Coalitions Work](#)

Be Flexible and Open to New Ideas

- [15 Ways to Build a Growth Mindset - Psychology Today](#)
- [How to Be Flexible in the Workplace - MindTools](#)

Be Inclusive and Welcoming

- [Inclusive Leadership: Steps Your Organization Should Take to Get It Right - Center for Creative Leadership](#)
- [Building Inclusive Communities - Community Tool Box](#)
- [6 Characteristics of Inclusive Leaders - The Wall Street Journal](#)

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