

COLLECTIVE+MIND

Capacity Building Training for Networks and Teams

Leading and managing networks require unique skills, mindsets, and strategies to make networks effective and impactful. Collective Mind provides team-oriented training for network leaders, staff, members, and other key actors to hone their knowledge and approaches for successful network leadership and management. By offering group-based professional development with key network actors, we can **combine applied learning with team development, linking learning directly to your specific context, needs, and objectives.**

Collective Mind offers **seven core capacity building workshops that address essential concepts and practices for networks.** These interactive workshops can be mixed-and-matched or customized to provide a tailored, outcome-oriented experience. We also design bespoke workshops on other network topics to meet networks' unique interests and needs, such as network governance, working groups, network strategy, and more. Our workshops highlight evidence-based approaches to each topic, grounded in extensive research and practice.

Core Workshops

Across all workshops, participants gain new knowledge and perspectives and begin to apply these to their work as individuals, with members, and in teams. Our workshops focus on improving approaches to network management and strategy through structured frameworks, discussion, group exercises, and tools.

Introduction to Networks & Network Management

To be effective and impactful, networks and their staff need certain core capacities and skills to undertake shared activities and coordinate members. This workshop is the essential introduction to our conceptual framework for understanding networks and for approaching network management. In this session, participants learn about the various components of networks and network roles, begin to speak a common language for analyzing their networks and their own work, and lay the groundwork for further learning and collaboration.

Shared Purpose

Shared purpose is the visionary goal around which a network's strategies are defined, people are mobilized, and activities are established and harmonized. It's the "why" that drives members to show up and contribute to the network.

In this workshop, participants deep-dive into the nuance of forming and strategizing around shared purpose in order to clarify and enhance your network approach. Participants analyze the relationship between shared purpose and membership, how shared purpose defines network strategies, and how it evolves over time.

Membership

Membership is made up of the people and organizations that belong to the network to contribute to its shared purpose. Who members are and how they're engaged sets the bounds of how the shared purpose can be achieved.

In this workshop, participants learn about how to design and develop fit-for-purpose membership models to achieve the network's shared purpose. We'll explore types of members, membership composition and size, issues of equity and inclusion, and member engagement.

Network Management: Facilitation and Coordination

Facilitation and coordination are two fundamental approaches for effective network management. Network managers must work within the complexity of networks and with the emergence that they foster to facilitate members through collaborative processes and coordinate them to design and implement joint tasks and activities.

Through facilitation, network managers engage participants in processes to understand their objectives, plan how to achieve objectives, and work together to achieve them. Facilitation helps network members gain clarity, understanding, and ownership. Through coordination, network managers help organize and guide all those involved in a plan or activity to work together, harmonizing and aligning actions to synchronize efforts towards a common goal. Coordination ensures that network members can collectively produce outputs and outcomes from the network's activities.

In these two consecutive workshops, participants will hone their knowledge, approaches, and skills for managing your network and members through facilitation and coordination.

Network Leadership Design

Networks require structures that foster formal and informal leadership in support of collective action. These structures must be designed to distribute and share leadership across each of the key roles within networks: governance, management, and production. These structures must be designed to ensure clarity without rigidity, to fulfill the unique needs of the network to achieve its shared purpose, and to foster informal leadership across the network.

In this workshop, participants explore the design of their network's structures for governance, management, and production to ensure that effective formal and informal leadership across their network fosters collective action.

Leadership Skills & Approaches

Leading networks effectively and inclusively means using non-traditional approaches. Given the operating environment and organizing principles of a network, hierarchical and directive leadership aren't appropriate and often works against network efficacy. A successful network is anchored in collaborative leadership that cultivates a constructive network culture and instills a network mindset as the foundations for collective action.

This workshop frames appropriate approaches for network leadership in practice. It deepens participants' skills and awareness for fostering collective action through network culture and mindset.

Workshop FAQs

How does capacity building align with my network's practical needs? What will my staff or team get out of this?

Our workshops help network teams **cultivate new competencies and shared language for effective planning, network management, and strategy development**. Workshops are aimed at building individual and team-level capacity around targeted topics, strengthening both the capacity and efficacy of the entire network.

Capacity building workshops can be standalone **professional development** offerings or complement **strategic planning, change management processes** and leadership transitions, or annual staff training events. We aim to blend conceptual knowledge with practical application to **boost effective, inclusive network operations**.

What types of networks are these workshops best suited for?

Our workshops are relevant to **emerging, established, and evolving networks of any size or scope** who can benefit from strengthened skills and honed management approaches. The workshop topics are universally applicable across issue areas, sectors, geographies, industries, and scale. The workshops offer practical guidance for formal networks, informal networks, non-traditional networks, and organizations transitioning to a network approach.

What is the format and structure of the workshops?

All workshops are highly interactive and guide participants through multiple steps to learn and apply new content. Each workshop starts with a presentation of a framework and approach for thinking about the given topic. We then break participants into small groups for deeper discussion and guided reflection using a worksheet. We return to the full group to debrief and pick up on critical discussion points. A reading and additional reference materials enable further reflection and application after the workshop.

In more customized sessions, we can work with your team to adapt this format and approach as needed. The appropriate number of participants is flexible and will vary from network to network. Our preferred hours for conducting workshops are Monday to Friday, 9am to 5pm Eastern Time, with flexibility to accommodate global time zones.

Get in touch with Collective Mind

We're eager to work with your team and support your network development! Please reach out to Kerstin Tebbe at kerstin@collectivemindglobal.org to explore how we can work together.

More on our additional consulting and advisory offerings can be found [here](#). We also invite your team to check out our [learning community](#) offerings, where we offer topical network trainings, peer learning and networking opportunities, and creative collaborations in a global community of practice for network practitioners.

