**LEADING BY CONVENING (LBC):**

Leading by Convening means we:

* Meet people where they are on the issue.
* Bring people together to build support for addressing the issue.
* Convene the stakeholders to discover why this is important and how it will improve practice.
* Translate complex challenges into ways that individuals can contribute.
* Help people lead in place regardless of role, position or title.
* Create new knowledge together.
* Solve complex issues that need the various perspectives/aspects that contribute to problems/solutions.
* Build a personal commitment to working in this way because we believe inclusive work is better and more sustainable work.
* Cultivate the habit of collaboration.
* Integrate collaboration into the identity of the group and the individual.

**LBC TRIADS (“The Partnership Way) and TOOLS:**

1. **Coalescing Around Issues (Section Two)**
   * The first triad in the development of The Partnership Way describes a habit of practice in which **groups of people come together around shared concerns or problems of practice that they want to resolve.** We call this habit Coalescing Around Issues.
   * **Tools:**
     1. How People Are
     2. Four Simple Questions
     3. Seeds of Trust
     4. Meet the Stakeholders
2. **Ensuring Relevant Participation (Section Three)**
   * The second triad in the development of The Partnership Way involves **ensuring that the right mix of stakeholders is identified and participating.** This habit of interaction we call Ensuring Relevant Participation.
   * **Tools:**
     1. What’s In It For Me
     2. Engaging Everybody
     3. Learn the Language: Make the Connection
     4. Web of Connections (CD or USB)
3. **Doing the Work Together (Section Four)**
   * The third triad in the development of The Partnership Way **focuses on the work being accomplished and the interactions between and among the participants.** This habit of interaction we call Doing the Work Together.
   * **Tools:**
     1. Problems Come Bundled
     2. Building Engagement
     3. Defining Our Core (CD or USB)
     4. One-Way, Two Way Learning (CD or USB)

**REFLECTION/EVALUATION**

**Bringing It All Together (Section Five)**

* + **Taking time to reflect upon and to evaluate the collective influence of the work being done** is encouraged and can be useful to sustain energy for the process, the issue and the work yet to be accomplished.
* One caution or lesson learned is that of being careful to not become trapped in our own history; that is, **not to allow internal nor external parameters to bind creativity.** It also is important to not totally disregard history, as there are lessons to be learned from the past that can propel us forward.
  + **Tools:**
    1. Chronology of Engagement
    2. Give Value First
    3. Your Brand
    4. Measuring Progress (CD or USB)