**Tactic: Who We Want To Be**

*Clarify how this group wants to move forward by reflecting on what will make collaborative leadership work for this particular initiative—surfacing the values, structures, and commitments needed to stay connected and effective beyond the convening.*

**When to Use It:**

This activity helps participants reflect on how they want to show up—and stay engaged—as a collaborative body (e.g., coalition, commission, network). It surfaces values, boundaries, and operating practices that increase the likelihood of long-term cohesion and impact.

**How it Works**

**Step 1 (5 minutes) | Silent Reflection**

Each participant selects and reflects on 2–3 guiding questions. Use the reflection questions in the attached worksheet as a reference. Participants capture their thoughts privately in the worksheet.

**Step 2 (30 min) | Walk + Talk in Pairs/Small Groups**

Send participants out in groups of 2–3 on a walk or move together informally. Encourage dialogue around:

* What this group needs to feel like
* What it takes to sustain engagement
* What models of collaboration have worked before in their experience

**Step 3** **(20 min)** | **Plenary Share-Out**

Back in the full group, invite each person to share one key insight or takeaway. Facilitator captures recurring themes or standout ideas on a flipchart or whiteboard.

### **Helpful Tips**

* **Encourage specificity.** Vague values like “trust” or “alignment” are a start, but dig into how they show up in practice.
* **Group responses.** Use flipchart paper to cluster responses by theme (e.g., decision-making, communication, structure).
* **Encourage ownership.** Ask: What will help this group stay in motion after today? What elements can participants take ownership over starting today?



