Infographic 3  Cultivating Collaborative Cultures

**Culture of Growth**
Organizations that support learning, innovation, and action build a culture of growth.

**Mind-set matters.**
Seek good ideas externally, but don’t rely on the external experts for solutions.

Leaders are wise to evaluate policy and strategy decisions on the three dimensions of quality, commitment, and capacity.

Collaborating is not just about creating a place where people feel good but rather about cultivating the expertise of everyone to be focused on a collective purpose.

Deepening Learning  Securing Accountability  Focusing Direction

Leadership

Collaborative Work
To shift school, district, or system practices, one needs to have a strong learning design and deep collaborative work.

Collaborative work approaches must be intentionally designed and implemented to
- Incorporate whole systems
- Focus on learning
- Build capacity
- Have measurable impact
- Be flexible and dynamic
- Be sustainable

Capacity building is an approach, not a program.