

Rotating Leadership: 6 Factors for Success

Partnership

There has to be a partnership: an agreement between parties to cooperate in order to advance their mutual interests.

Consistency

Regardless of who is “in charge” there should be a basic framework in place that allows for standardization of processes² across partner organization.

Diversity

In this instance, diversity is not just about race. No group is a monolith, and diversity of thought, life experience and worldview³ are necessary to create outcomes that are relevant for a broader audience.



Innovation

The practical implementation of ideas resulting in something new, or an improvement to what already exists.¹

Followership

There is always much talk about leadership skills, but the ability to follow – to allow oneself to be led and support those in leadership³ – is just as important to an organization’s success.

Solidarity

An agreement on the core values of the group and commitment to the agreed upon goals of the team over personal aspirations.³



The foundational principle of all six factors is **Equity**.

¹ Davis, J. P., & Eisenhardt, K. M. (2011). Rotating Leadership and Collaborative Innovation: Recombination Processes in Symbiotic Relationships. *Administrative Science Quarterly*, 56(2), 159–201. <https://doi.org/10.1177/0001839211428131>

² Babik, L. (2007). Rotating leadership successfully: 1 project, 2½ years, and 8 different project managers. Paper presented at PMI® Global Congress 2007—Latin America, Cancún, Mexico. Newtown Square, PA: Project Management Institute.

³ Chinn, P. L. (2013). *Peace & Power: New Directions for Building Community* (8th ed.). Burlington, MA: Jones and Bartlett Learning.