



THE VALUE OF COLLABORATION

The Palladium Forum aims to equip senior-most healthcare leaders to develop the skills most needed to succeed in high-speed, high-change, and high-pressure environments. It also fosters an environment for top-level executives to build a trusted community of like-minded leaders to spur and support the meaningful work of patient care.

The program orients around four core values: Care, Curiosity, Imagination, and Collaboration.

Among these, **collaboration** is one of the skills most frequently cited as an essential skill by companies seeking to hire or replace a C-level leader. Based on data provided by [The Parnassus Group](#), a boutique executive search and leadership advisory firm specializing in healthcare which hosts the Palladium program, over the past 24 months there has been a marked increase in collaboration as a vital leadership skill. Among a number of commonly cited search criteria for senior-level hires, clients used to rank “collaboration” or “bridge-building” as an essential criteria in only 10% of searches, now it appears as a vital trait in more than 45% of all new engagements.

As a recent [Harvard Business Review article](#) recognizes, collaboration is especially vital in highly competitive and uncertain environments like today’s market. As Fernandez (et. al.) describe, “By partnering with others, teams automatically gain access to a broader resource pool, diverse knowledge bases, and a wealth of life and professional experiences...[it] opens your mindset to possibilities and allows you to brainstorm multiple solutions and paths.” This is especially vital for leading executives because as they describe, “Optionality allows you to be more strategic, long term-focused, and abundant in your thinking, including about risk management and scenario planning.”

Some of the collaborative skills and training Palladium participants receive include:

- Recognizing and building effective partnerships
- Recognizing and building effective alliances
- Developing a web of support inside and outside the work system
- Recognizing patterns and themes
- Paying attention to dynamics that influence teamwork and shared purpose



To learn more or to apply for the 24-25 Cohort visit www.palladiumforum.com

The Palladium Forum is a 9-month cohort-based leadership program for senior-most leaders in healthcare. It focuses on building skills in adaptive leadership, change communication, and care-minded leadership.