

Enabling conditions	Integrative leadership practices	Signs of integration within a team, CoP, or a field
<p><b>INDIVIDUALS</b> Multidisciplinary/cultural experience</p> <ul style="list-style-type: none"> <li>• Long term engagement and knowledgeability in more than one CoP</li> </ul> <p>Willingness to learn</p> <ul style="list-style-type: none"> <li>• A habit of challenging assumptions and inferences</li> <li>• A willingness to take risks and embrace uncertainty</li> <li>• Curiosity, openness and flexibility</li> <li>• Distributed and collective perspectives on leadership</li> <li>• A view of conflicts and challenges as a learning opportunity</li> <li>• Humility and a recognition of the limits of one's own knowledge</li> </ul> <p><b>TEAM</b> Shared vision</p> <ul style="list-style-type: none"> <li>• A belief in the value of SoTL and of integration</li> <li>• A desire to make a difference within and beyond one's context</li> </ul> <p>Trust and positive group atmosphere</p> <p><b>STRUCTURES</b></p> <ul style="list-style-type: none"> <li>• Time and resources</li> <li>• Recognition and valuing of integrative research</li> </ul>	<ul style="list-style-type: none"> <li>• Engaging purposefully with different areas of expertise through people with relevant knowledge, long term collaborative projects, and relevant literature</li> <li>• Actively engaging in new-to-you research approaches rather than taking a "divide and conquer" approach</li> <li>• Investing time and effort in listening and learning about different perspectives and paradigms, and building and nurturing trust within collaborations</li> <li>• Explicitly identifying and dialoguing about boundaries when they arise</li> <li>• Paying attention to conversations that appear to be leading to new understandings</li> <li>• Paying attention to power and who might be disadvantaged in a collaborative process</li> <li>• Translating emerging integrative ideas into metaphors, shared language, conceptual frameworks, and visuals to provide mediators for integrative discussion and iteration</li> <li>• Reflexively and collaboratively making sense of integrative processes and events</li> <li>• Sharing lessons learned with others</li> </ul>	<ul style="list-style-type: none"> <li>• Incorporates full intellectual participation by each contributing area of expertise, forming a multiway partnership</li> <li>• Generates novel research questions, approaches, and interpretations</li> <li>• Leads people to think about a topic differently</li> <li>• Leads people to better understand their own practice in relation to the landscape</li> <li>• Innovates at the intersection of areas of expertise and within contributing communities</li> <li>• Provides useful new insights about a complex problem</li> <li>• Creates boundary objects that aid others in facilitating knowledge transformation</li> </ul>