

# Fello's Philosophy of Support, Collaboration & Co-Leadership

fello.



## Visualizing “Leadership at Every Level”

This circular organizational chart is a way of visually representing Fello’s theory of “Leadership at Every Level” and how it aligns with our vision and mission as an enterprise, centering the people we support in everything we do. Our philosophy of support, collaboration, and co-leadership starts with the people we serve—allowing their perspectives and experiences to lead and inform our direction as an enterprise and collective leadership decisions. Providing holistic, person-centered support for the people we serve, and by extension their families and the communities we all live within, works best when we acknowledge and value our interconnectedness, as visualized through this organizational chart.

**“ ...this circular organizational chart symbolizes the countless ways each division and group of employees supports and relies on the others... ”**

At Fello we believe connection and collaboration are the greatest strengths of our workforce, and this circular organizational chart symbolizes the countless ways each division and group of employees supports and relies on the others. The people we support are at the center of every decision and action this organization makes, and every team surrounding them exists to support their goals and to further the mission and vision of Fello.

The work we do every day is not linear or predictable, and so neither is our organizational structure.

While our organization does have reporting structures with department heads and executive leaders, we also have a philosophy of “leadership at every level” which means it’s often easier to think about Fello’s structure as a series of concentric circles rather than a hierarchical chart of names and titles.

As an organization that provides diverse support services to people with disabilities across a vast geographic region, we constantly rely on the creative and resourceful leaders at every level of Fello to be flexible, supportive, and collaborative. Each of our employees is a leader in their own way, and teams at every level engage in strategic thinking and solution-finding every day.

Our ability to innovate as an organization has everything to do with this philosophy of leadership existing throughout our organization, not just at the “top.”

There is no “one size fits all” approach when it comes to supporting the people we serve, and given the multi-faceted nature of Fello’s mission and vision, there are many ways we collaborate across teams, divisions, and regions.

**At Fello, we’re not just coworkers, we’re co-leaders—surrounding each other and the people we serve with rings and layers of support, making this organization the remarkable place it is.**