

6 Simple Rules for Successful Collaboration

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What is Collaboration?

“When individuals work together to achieve a defined common business purpose.”

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Why is Collaboration Important?

- Creates individual and shared accountability.
- Expression of value of organizational talent.
- Improves buy-in and sustainability of key initiatives.
- Leads to innovation and creativity.
- Reduces the opportunity for strategic drift.
- Increases bottom line results.

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It's Likely You're NOT Collaborating If:

- You have a culture where almost nothing is decided unless it is in a meeting format where every department is represented.
- Failed risks are punished instead of being treated as a learning opportunity.

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It's Likely You're NOT Collaborating If:

- You agree to a course of action, but the consistent passive aggressive behavior of others leaves you stuck in a cycle of doing the same things expecting different results.

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“Why does this happen?”

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Because....

When left to their own devices, people typically choose to communicate and work cooperatively with people they know well and like—which can be deadly for innovation, collaboration and diversity of thought.

I think I'm collaborative, but how can I be certain?

Collaboration Self-Check

- ✓ I have a reliable pulse on what's going on throughout the office, and organization - beyond the scope of my job.
- ✓ I frequently connect with others outside of my office/organization in ways not directly relevant to my immediate job demands.

Collaboration Self-Check

- ✓ I actively seek to build and engage a diverse network of professionals.
- ✓ Members of my team have joint responsibilities beyond their individual goals.
- ✓ I do not support dissention among the ranks.

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Collaboration Self-Check

- ✓ I am known for building positive relationships at all levels in the office/organization.
- ✓ The compensation of my direct reports is tied to a set of collective goals or responsibilities.
- ✓ I quickly look to eradicate power struggles within my team.

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Sounds good, but most leaders prefer:

Command
 Consensus
 Control

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To avoid....

CONFLICT

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6 Rules for Successful Collaboration



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#1 Connect

Identify the skills, expertise, information and resources needed to have a productive engagement and achieve your goal.

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#2 Curate

Collect, disseminate and translate information relevant to organizational challenges.

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#3 Constructively Confront

Leaders must learn to constructively confront situations in ways that allow for discussion to end and final decision calls to be made.

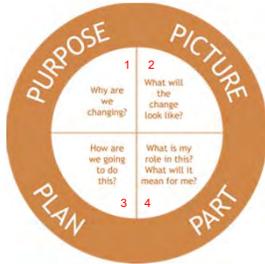
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Constructive Confrontation

1. Assume positive intent.
2. Build rapport.
3. Get clear about the problem.
4. Use non-accusatory language.
5. Listen for understanding.
6. Explore all the reasonable outcomes.
7. Leverage the power of 5.
8. Give yourself and the others permission to change their minds.

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#4 Communicate Effectively



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#5 Coach

Ask thought provoking questions, to open up possibilities that lead to desired operational goals.

Best achieved when you assign a facilitator to key collaborative efforts.

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#6 Identify a Common Enemy

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Your 6 C's for Collaboration

- 1. Connect
- 2. Curate
- 3. Constructively Confront
- 4. Communicate Effectively
- 5. Coach
- 6. Common Enemy

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Ask Me Anything!

Thank you!

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