

leading

change

through

collaboration



● **collaboration**
model

● **collaboration**
process

leading

● **collaboration**



➡ what
do you
your

want from
leaders
?





group and
prioritize

‘Old school’

manages

change

knows the answers

bureaucratic

leader decides

authoritarian



'New school'

embraces

change

fosters **n**ew ideas

collaborates

gives ownership

influential



the **answers** are in
your organization





None of us are as smart as all of us.

- Japanese Proverb

A close-up photograph of a plant stem, likely a banana, showing distinct layers of orange and green tissue. The layers are separated by dark, fibrous lines, creating a V-shaped pattern. The colors are vibrant and saturated.

create an **open**
environment



fosters creativity and innovation,
team commitment and ownership

encourages ideas





fosters creativity and innovation,
team commitment and ownership

encourages ideas



what **makes** it open?



open

 **environment**

 **right**
people



bring the right people together
from the **entire** enterprise



customers
marketing
sales
finance
technology
manufacturing
stakeholders

open

 **environment**

 **right
people**

foster

 **innovation**



stimulate
creativity
through
collaboration
process



open

 **environment**

 **right
people**

foster

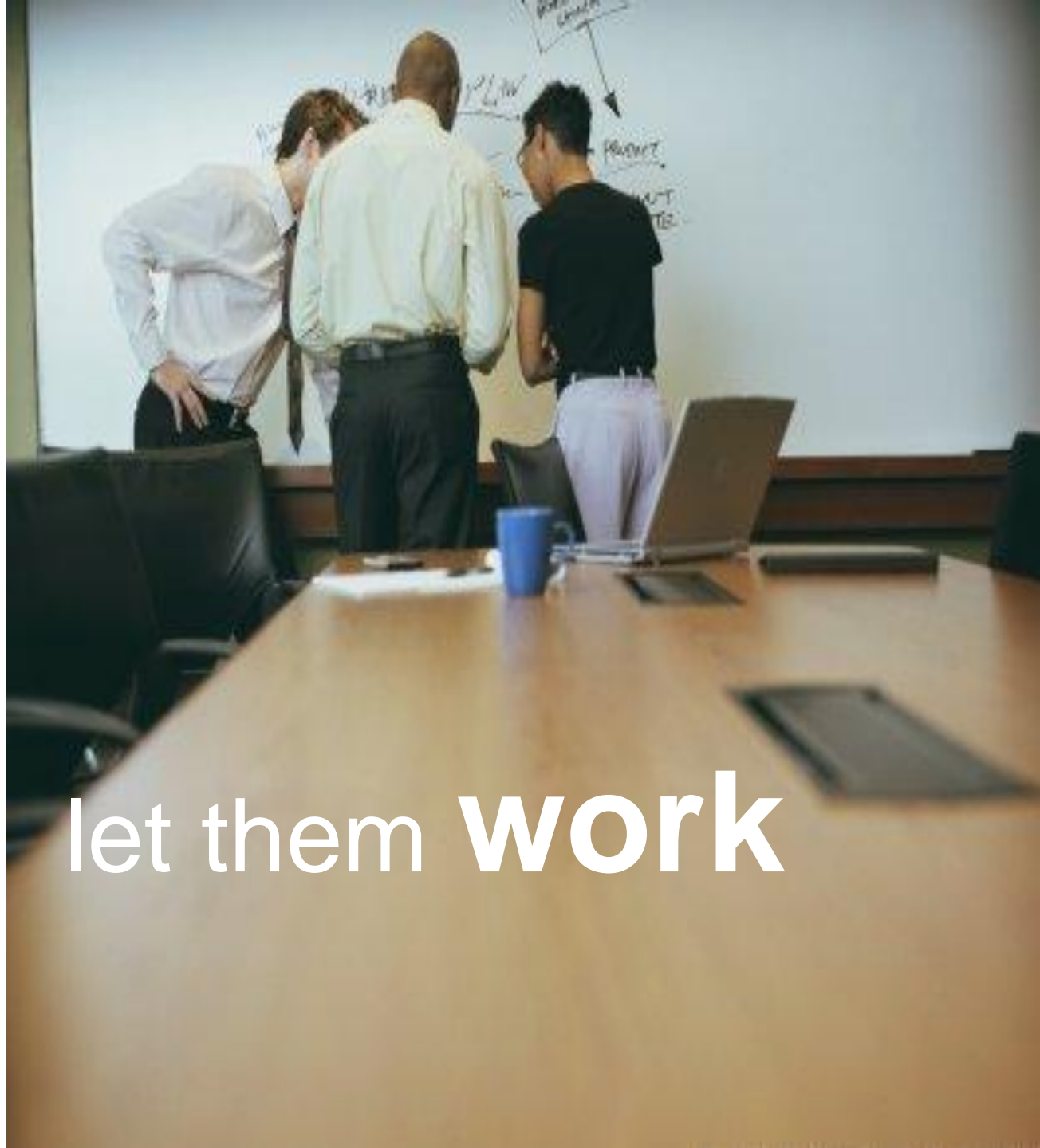
 **innovation**

step

 **back**



and let them **work**



open

 **environment**

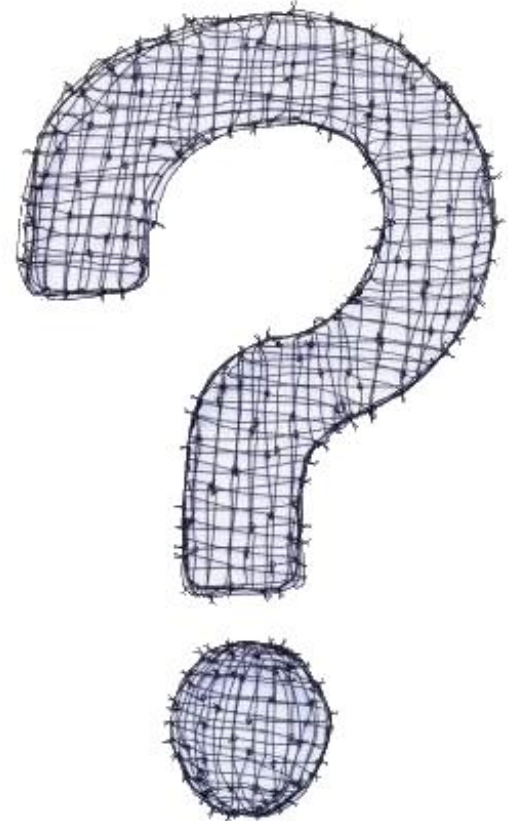
 **right
people**

foster

 **innovation**

step

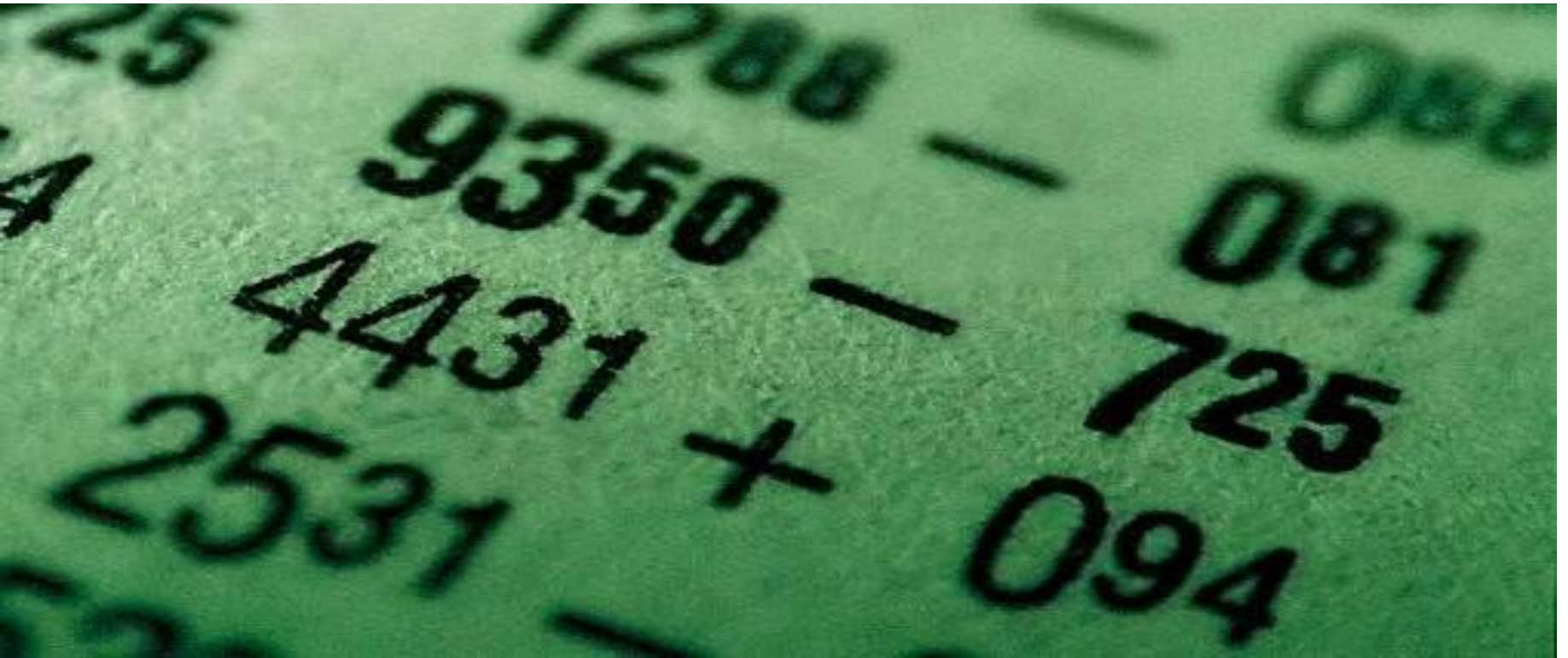
 **back**



A photograph of cattails in a pond at sunset. The background is a warm, golden-orange glow from the setting sun, reflecting on the water. The cattails are in the foreground, with their long, thin leaves and dark, cylindrical seed heads. The text "collaboration process" is overlaid in white on a semi-transparent dark band across the middle of the image.

collaboration process

agree to goals and
objectives



brainstorm



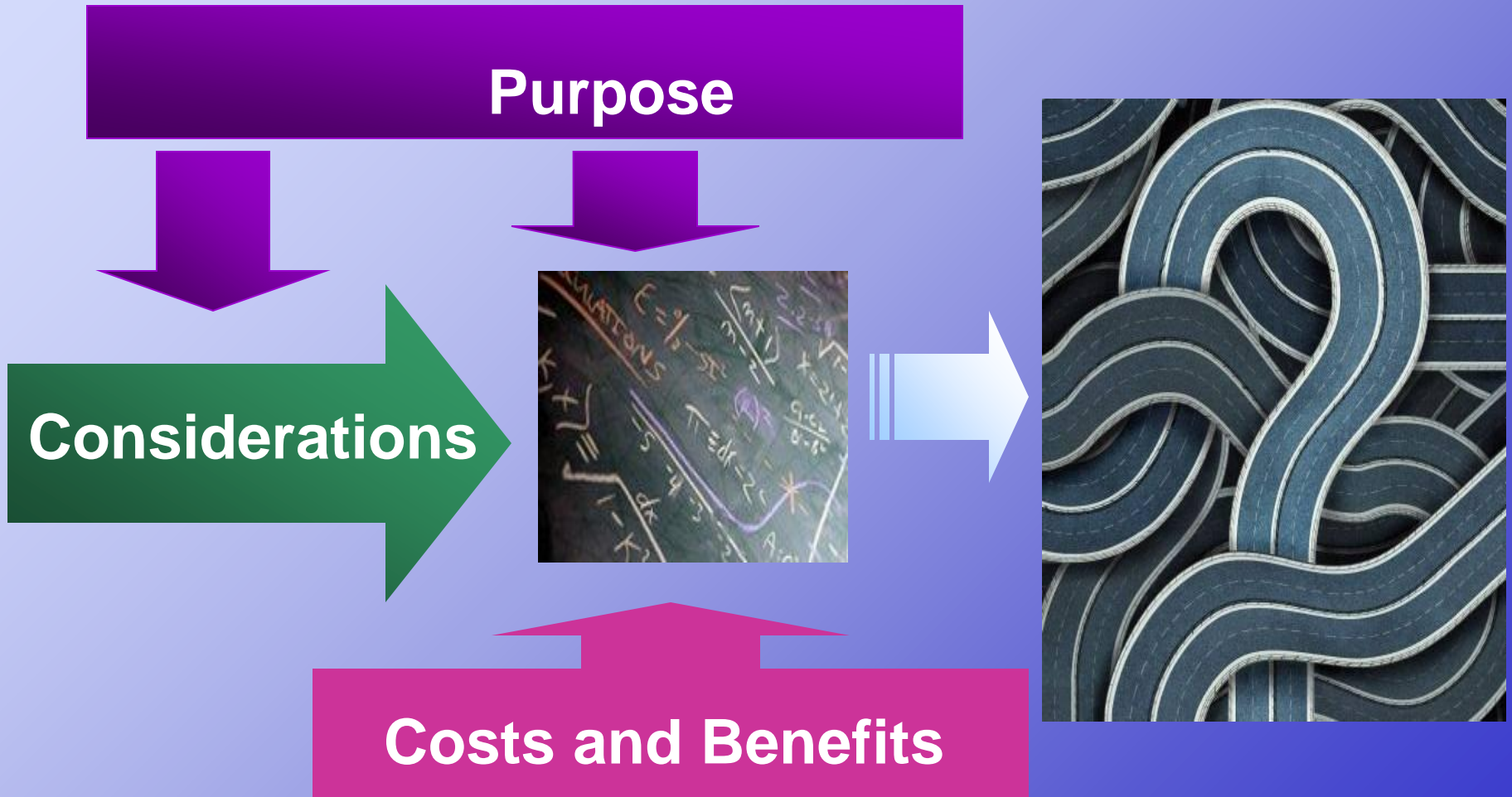
group
in
silence





prioritize
based on
**business
value**

Business Value Model





individuals
volunteer
for
what

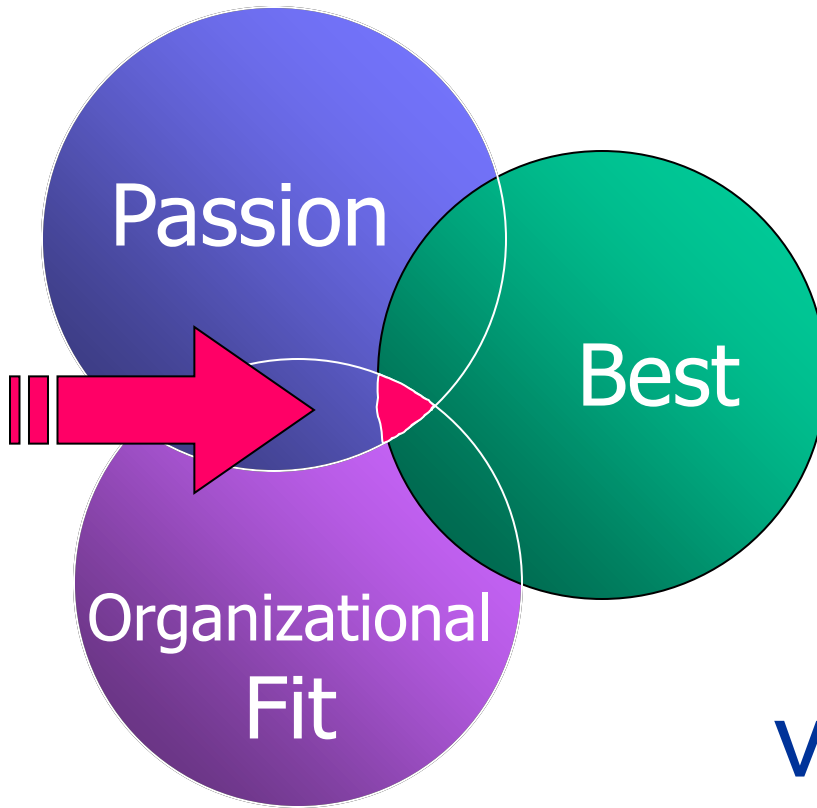
and by **when**

leading collaboration



the **Right People**





values

Attract and retain:

first on the basis of integrity

second, motivation

third, capacity

fourth, understanding

fifth, knowledge

last and least, experience.



authenticity

attitude

intelligence

talent

trust First !



Suspicion is a permanent condition.

- *Marcus Buckingham*

decisions by **teams**....

where ever possible



step **aside**, let **them** work



leadership **role**



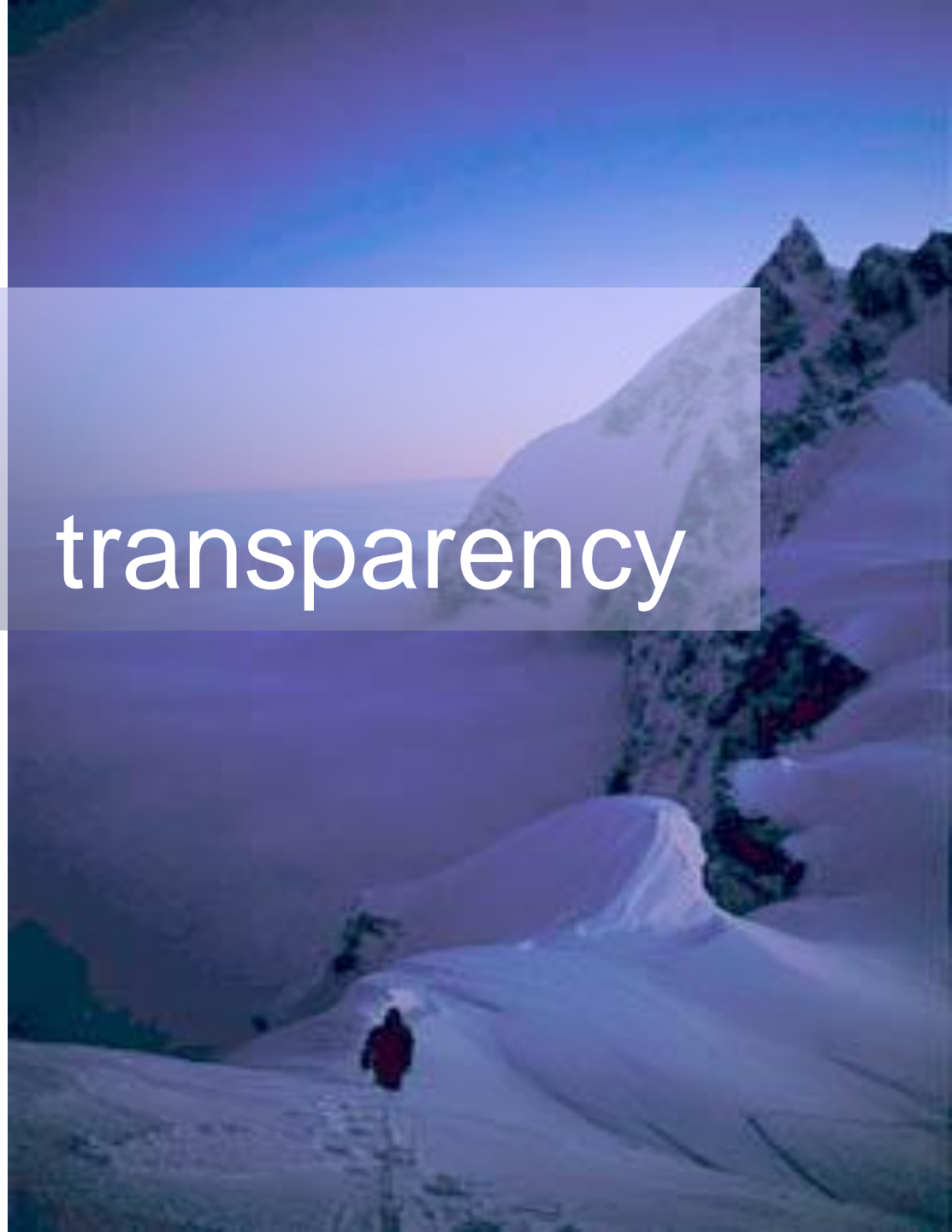
keep the **purpose** alive



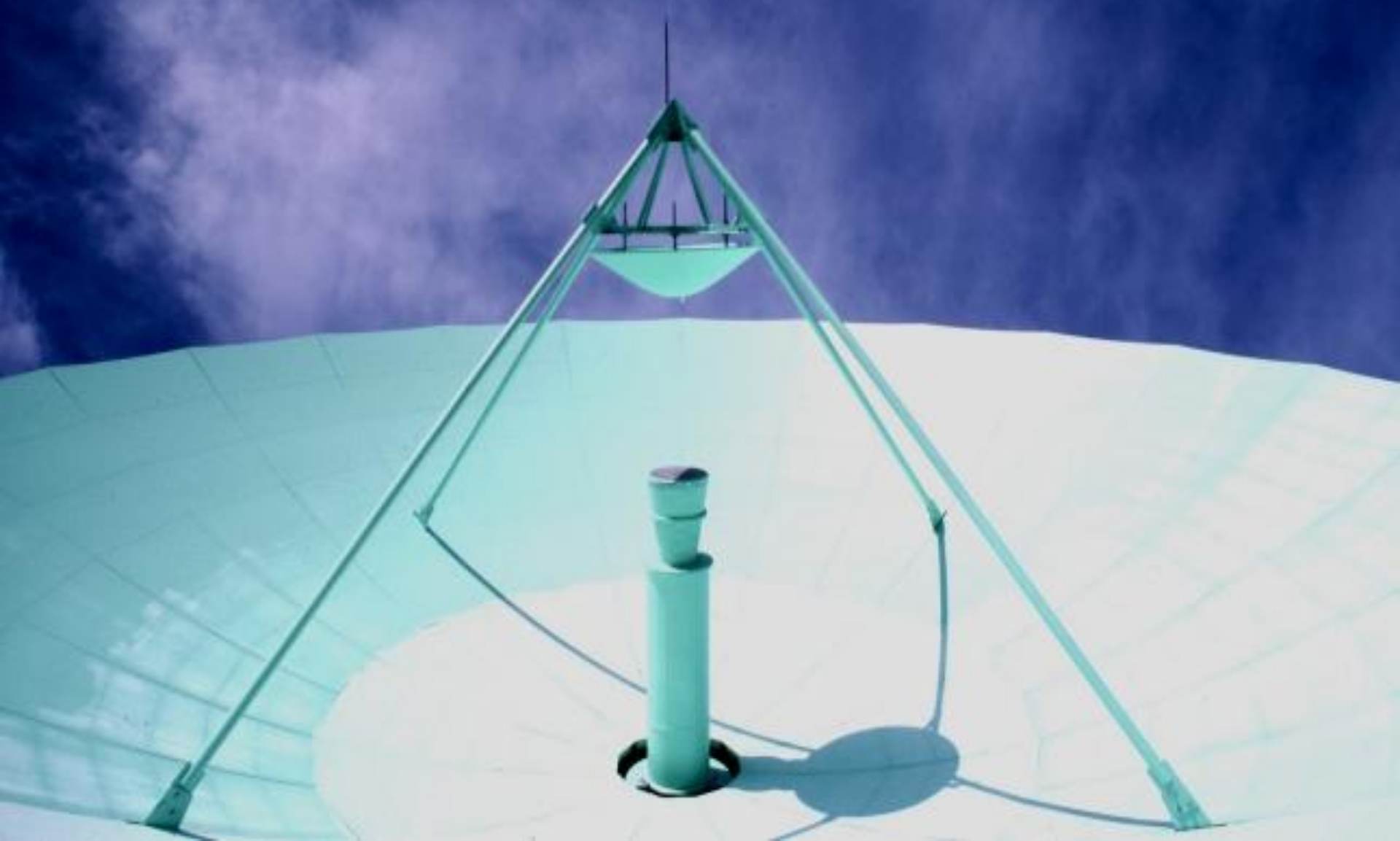
operate with

total

transparency



over communicate!



**keep focus through
questions**

The background is a dark blue space-like field. A bright green light source is positioned near the center, creating a vertical beam of light and several curved, glowing green lines that sweep across the frame. A horizontal blue light streak passes through the center, intersecting the green beam. In the upper right quadrant, there is a prominent red lens flare with a bright white core and a soft red glow. Other smaller, fainter lens flares in various colors (blue, purple) are scattered throughout the scene.

step UP ?



step back ?



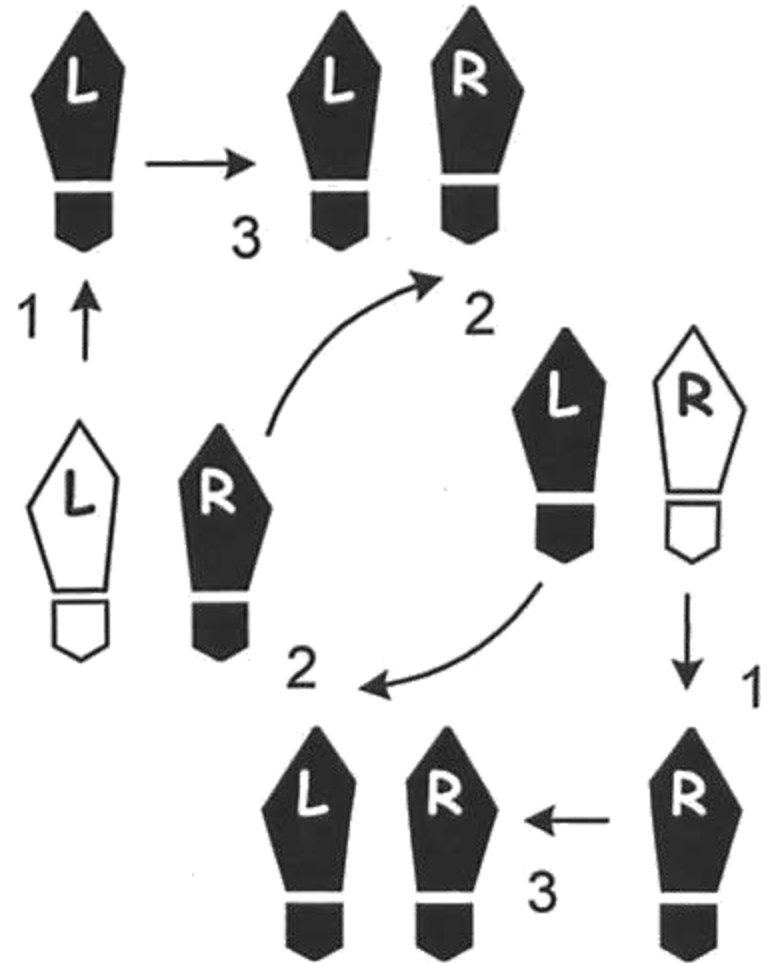
step up

collaboratively

step back and

keep

focus



“Organizations change in the direction in which they inquire.”

Listen.



fix

processes

not

people



no
such thing
as

‘Constructive
Criticism’



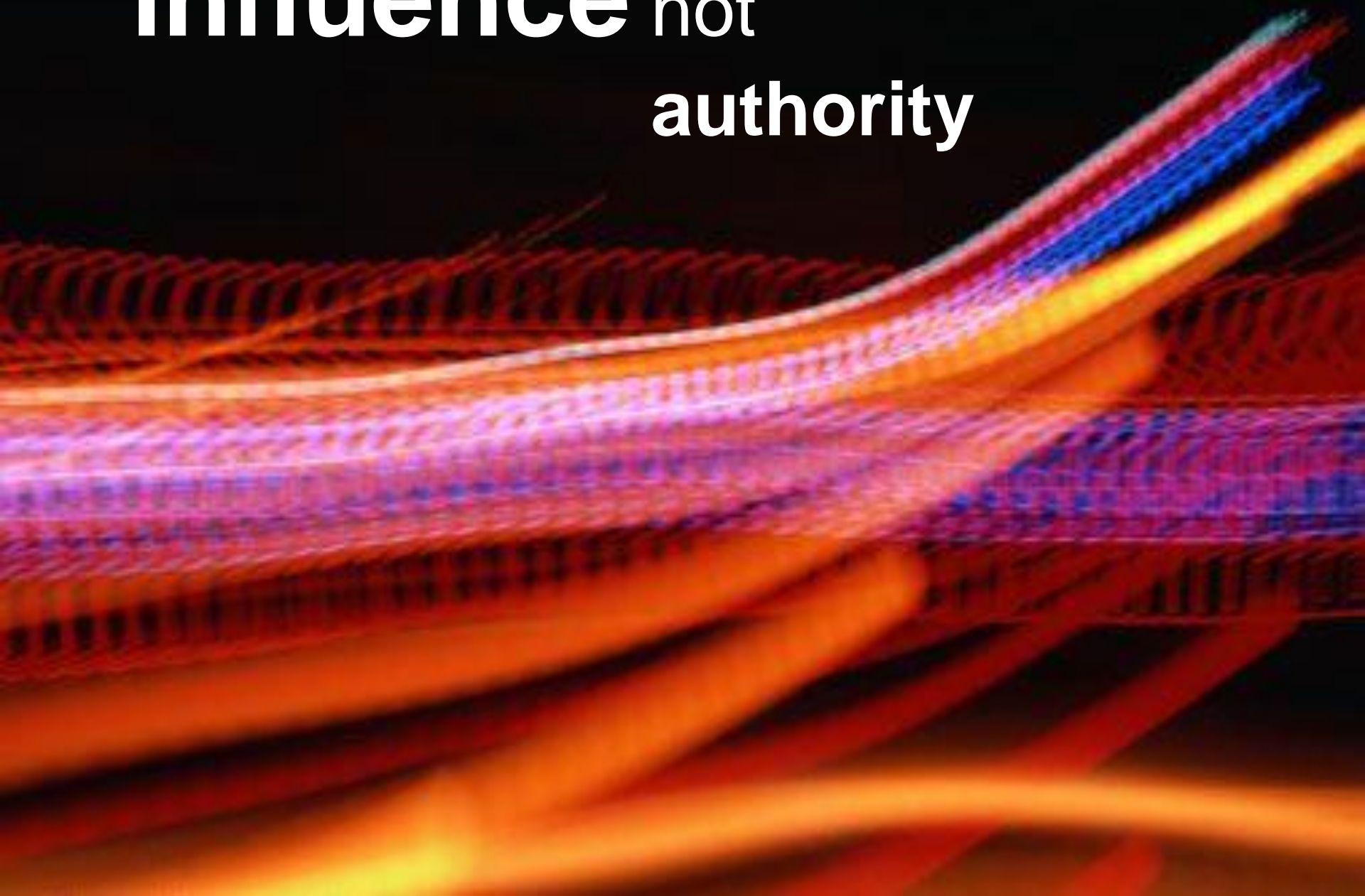
feedback that honors the relationship

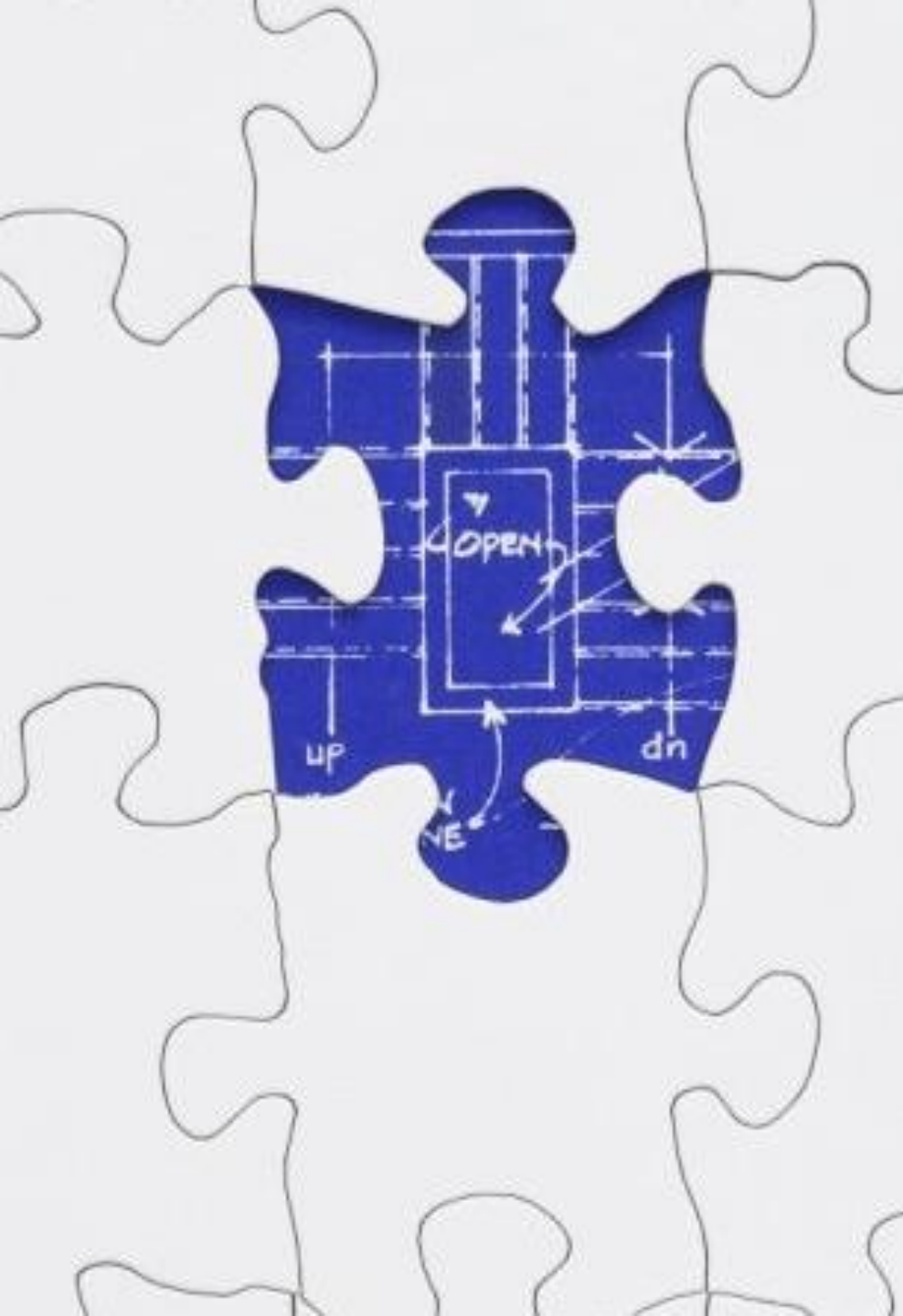


A photograph of a path on a beach. The path is a narrow, light-colored strip of sand or wet sand, winding through the scene. It is surrounded by various rocks of different sizes and colors, including large grey and blue stones, and smaller blue and white pebbles. Scattered around the path are several autumn leaves in shades of orange, red, yellow, and green, along with some dried pine needles. The overall scene is a natural, outdoor setting.

**remove
obstacles**

influence not
authority





expect

SUCCESS

accept

mistakes

fail **early**...

fail fast



...more doing equals more mistakes,
more understanding and more
innovation. Fail faster!

- *Jason Calacanis*

fall

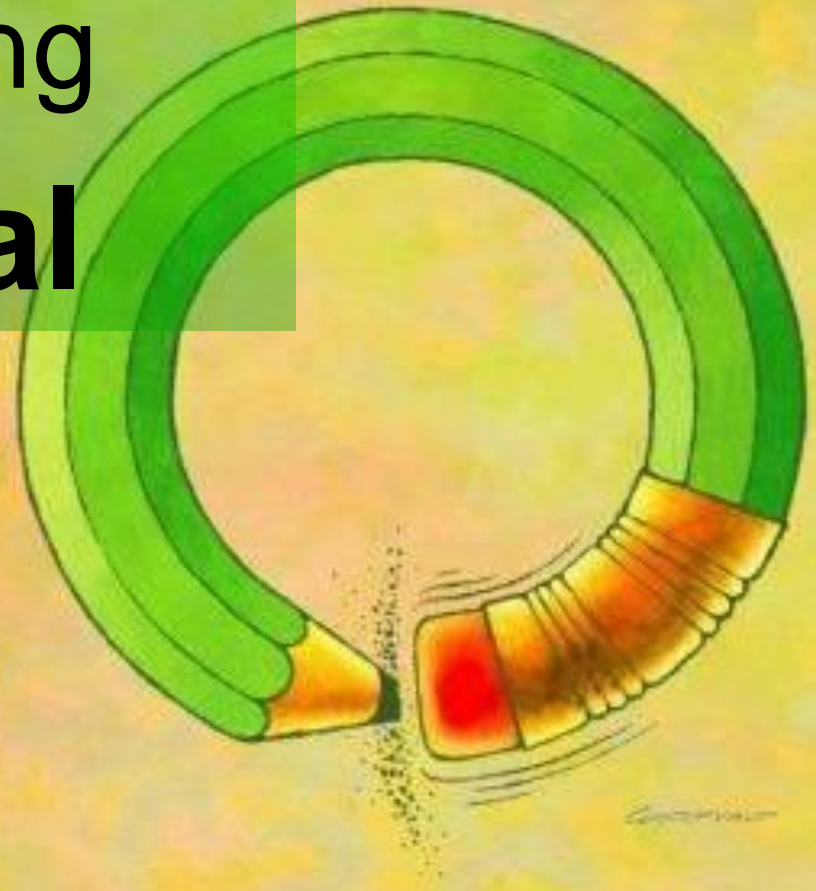
forward



remove all
blame



take the **'fun'**
out of being
dysfunctional



final words

autocracy dampens people's
creativity and motivation

- Ricardo Semler,
The Seven-Day Weekend

give up command
and control

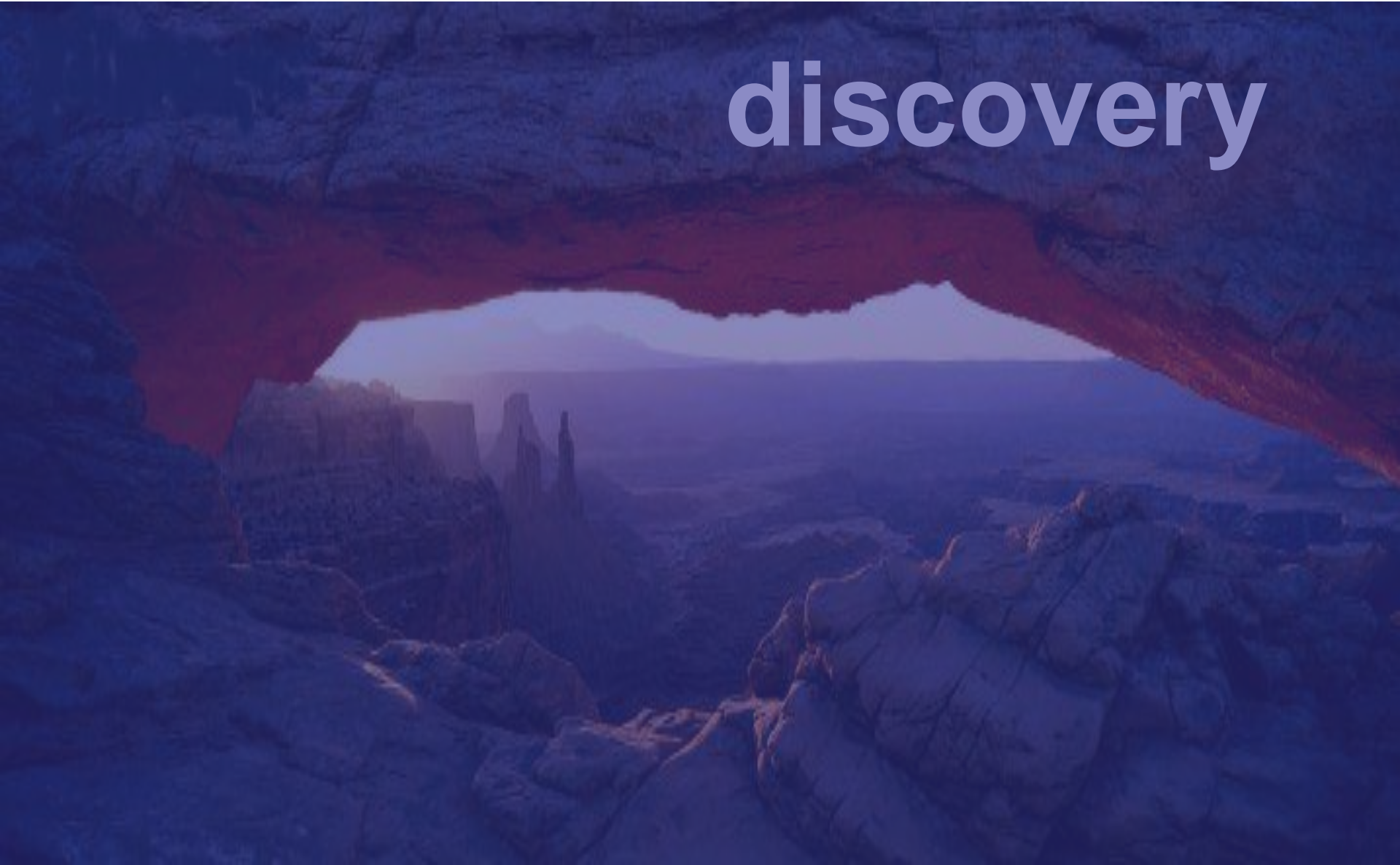


free team to question, analyze
and investigate



the opposite of **control** is

discovery





a place where

people want to be



people
have
what they need
to
succeed

People don't resist change;
they resist being changed.

- Peter Scholtes

A landscape photograph featuring a dirt path that curves through a green field. On the left side of the path, there is a large, leafy tree. The sky is a deep blue, filled with numerous small, white, wispy clouds. The overall lighting suggests a late afternoon or early morning setting, with a warm glow on the path and the tree.

summary

● **collaboration**
model

● **collaboration**
process

leading

● **collaboration**



open

 **environment**

 **right people**

foster

 **innovation**

step

 **aside**



agree to the **goal**

● **brainstorm**

● **group**

● **prioritize**

people **volunteer**

and by **when**



right people ●

● trust first!

let people tell

● you

stand **back** ●



