collaborating
with non-
collaborators

identify non-collaborators

understand the **systems** they work in

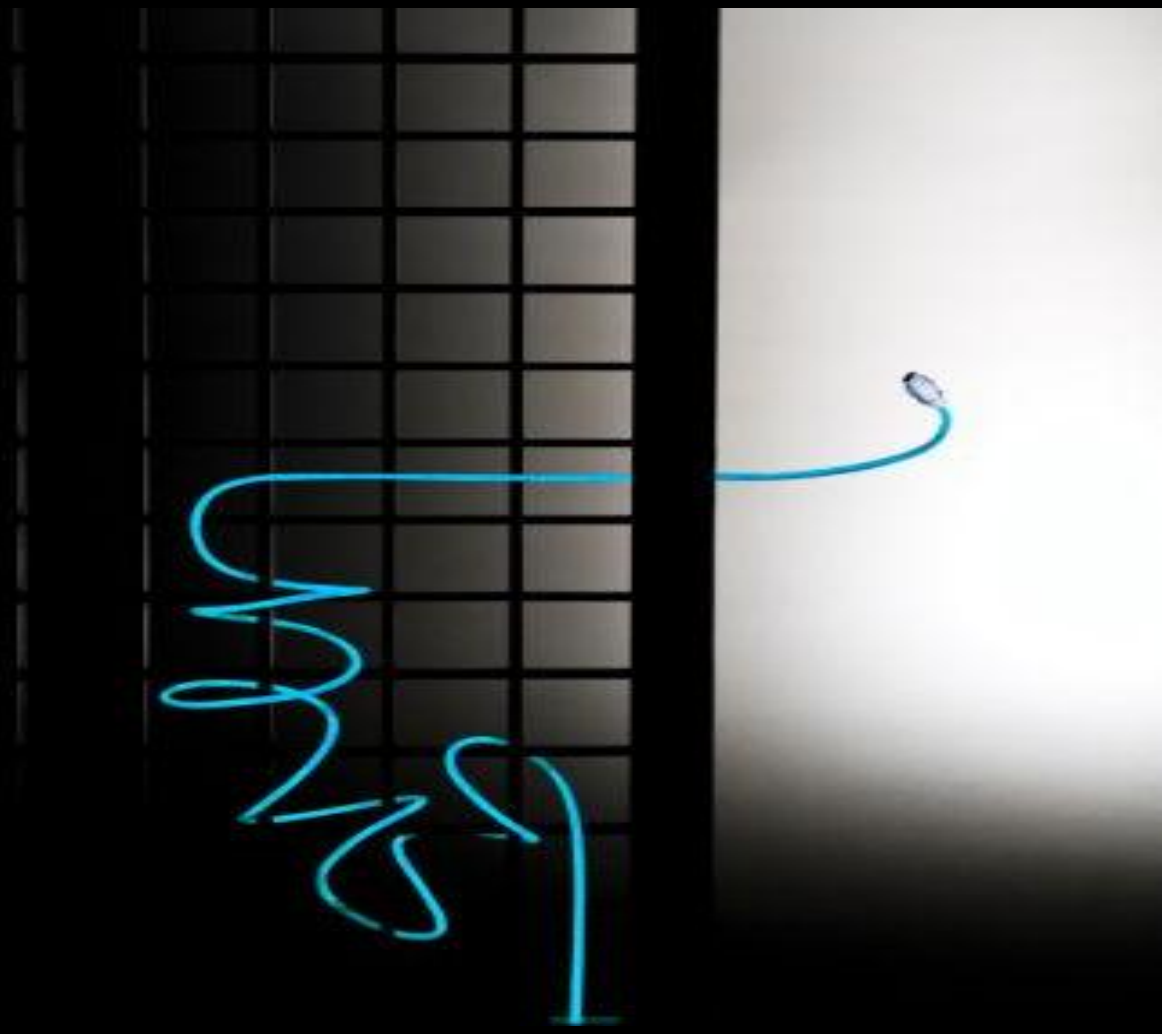
assess the systems you work in

build a map of traits

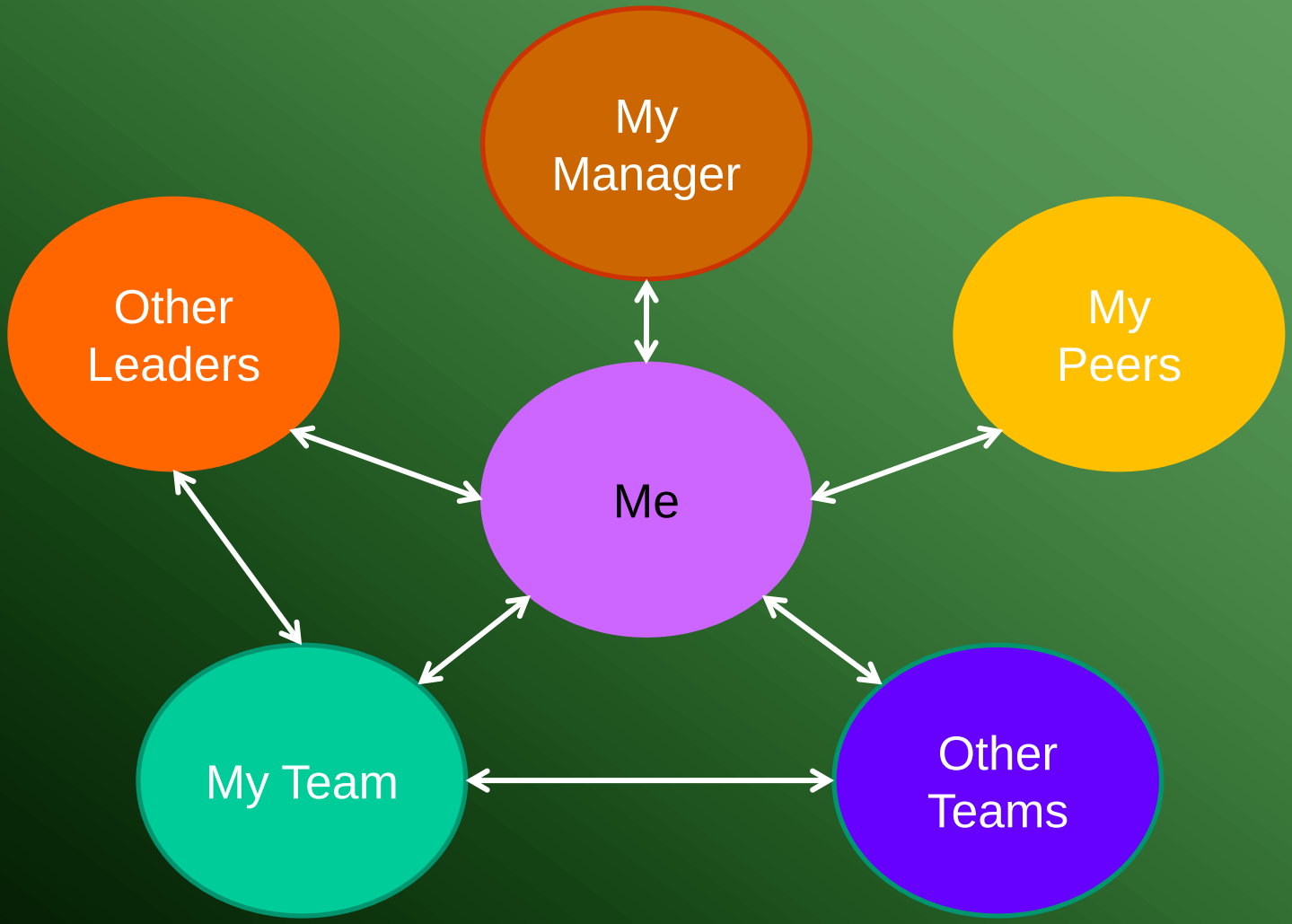
map tools for dealing with non-collaborators

a non-collaborator can be…

a process,



a person, or a team



identify non-collaborators

understand the **systems** they work in

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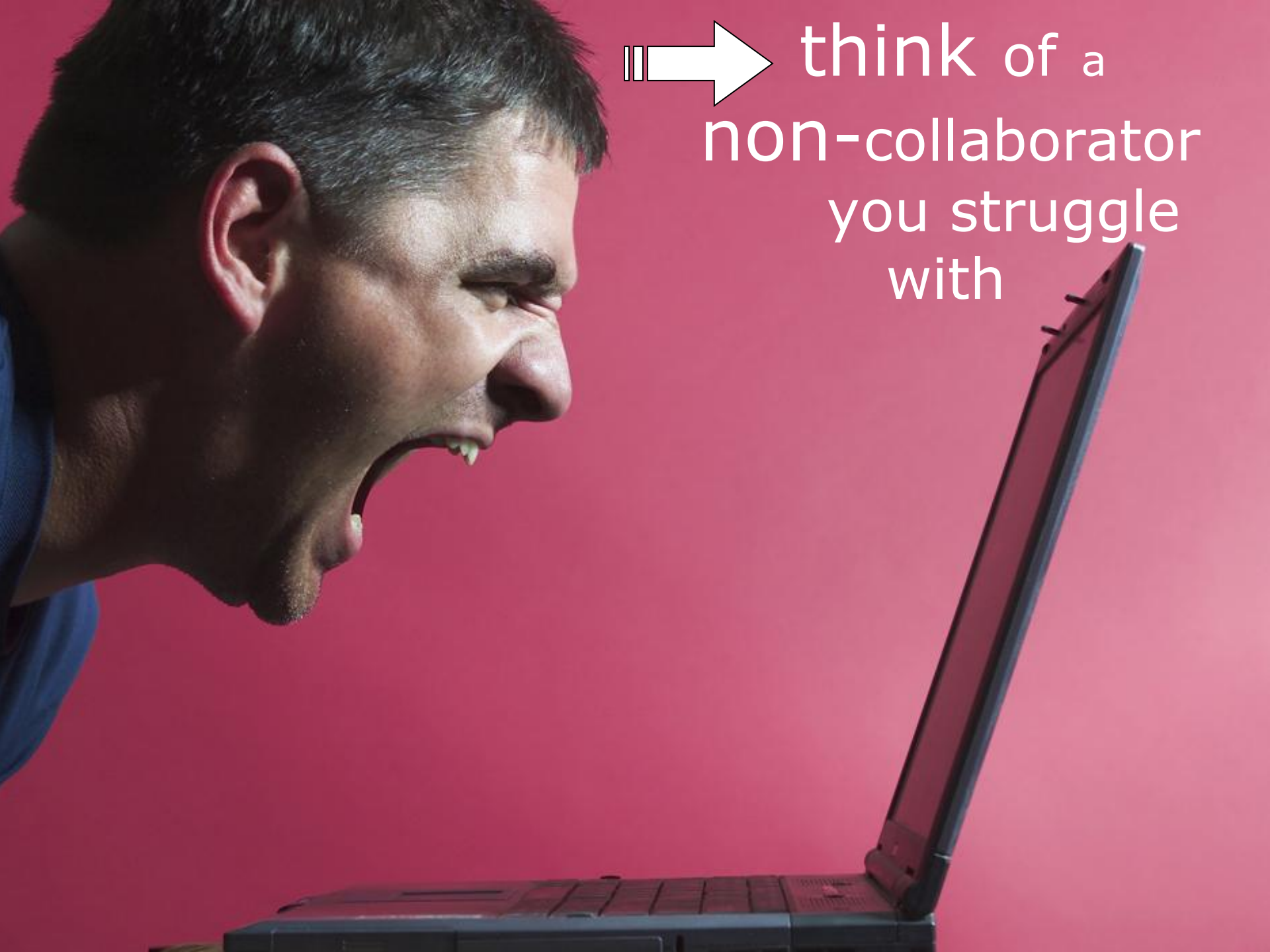
traits of non-collaborators

group and
prioritize


think of a
non-collaborator
you struggle
with

team up by non-collaborator type:

leader

team member

another team

a process

why don't they collaborate?

- lack of collaboration **skills**

… don’t know how

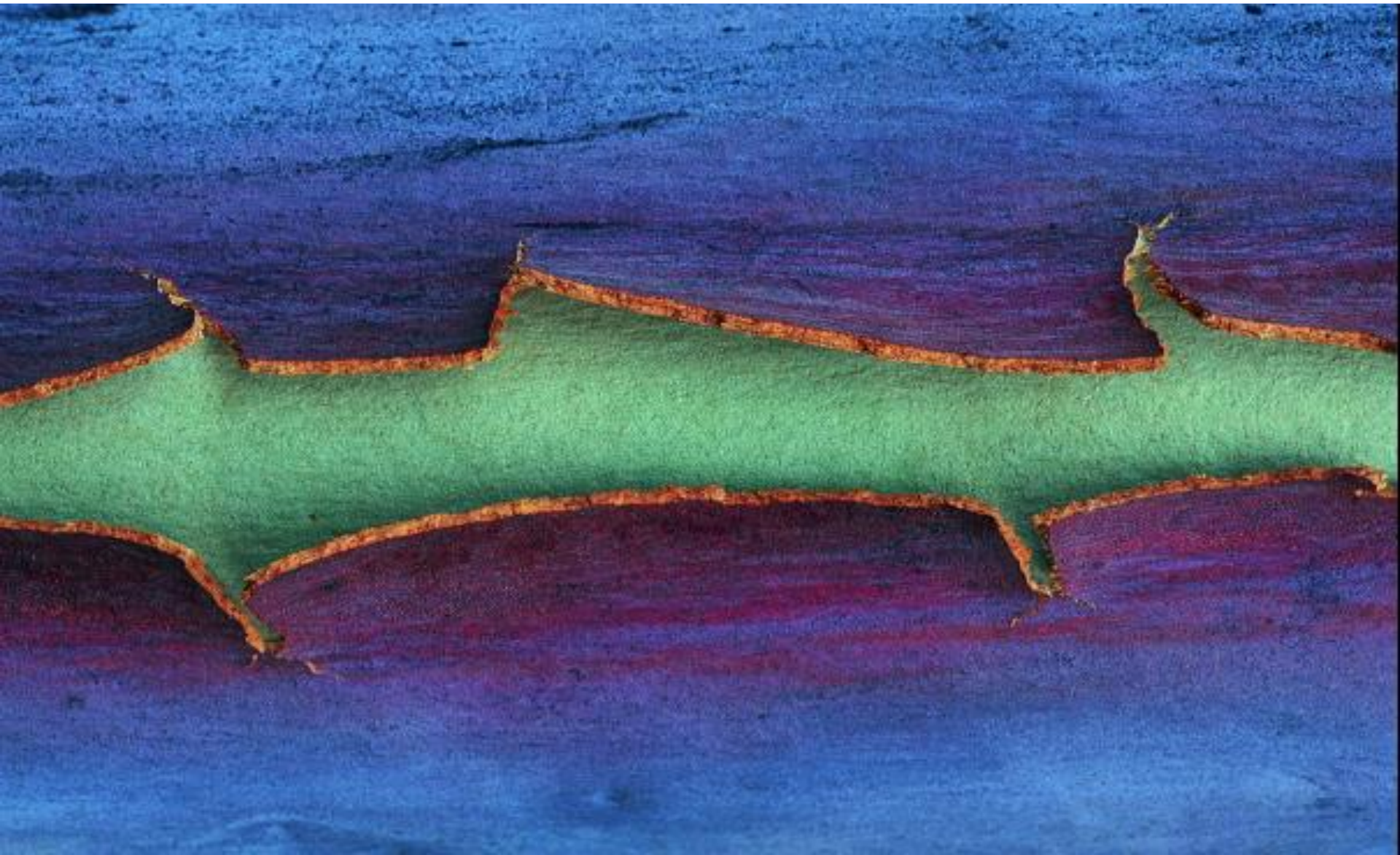
… lack of trust

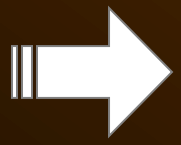
what this looks like…

does not understand how powerful collaboration can be

does not understand who
they should collaborate with

does not understand cultural differences





descriptions you see?

why people **don't** collaborate…

- lack of collaboration **skills**
- **fear**

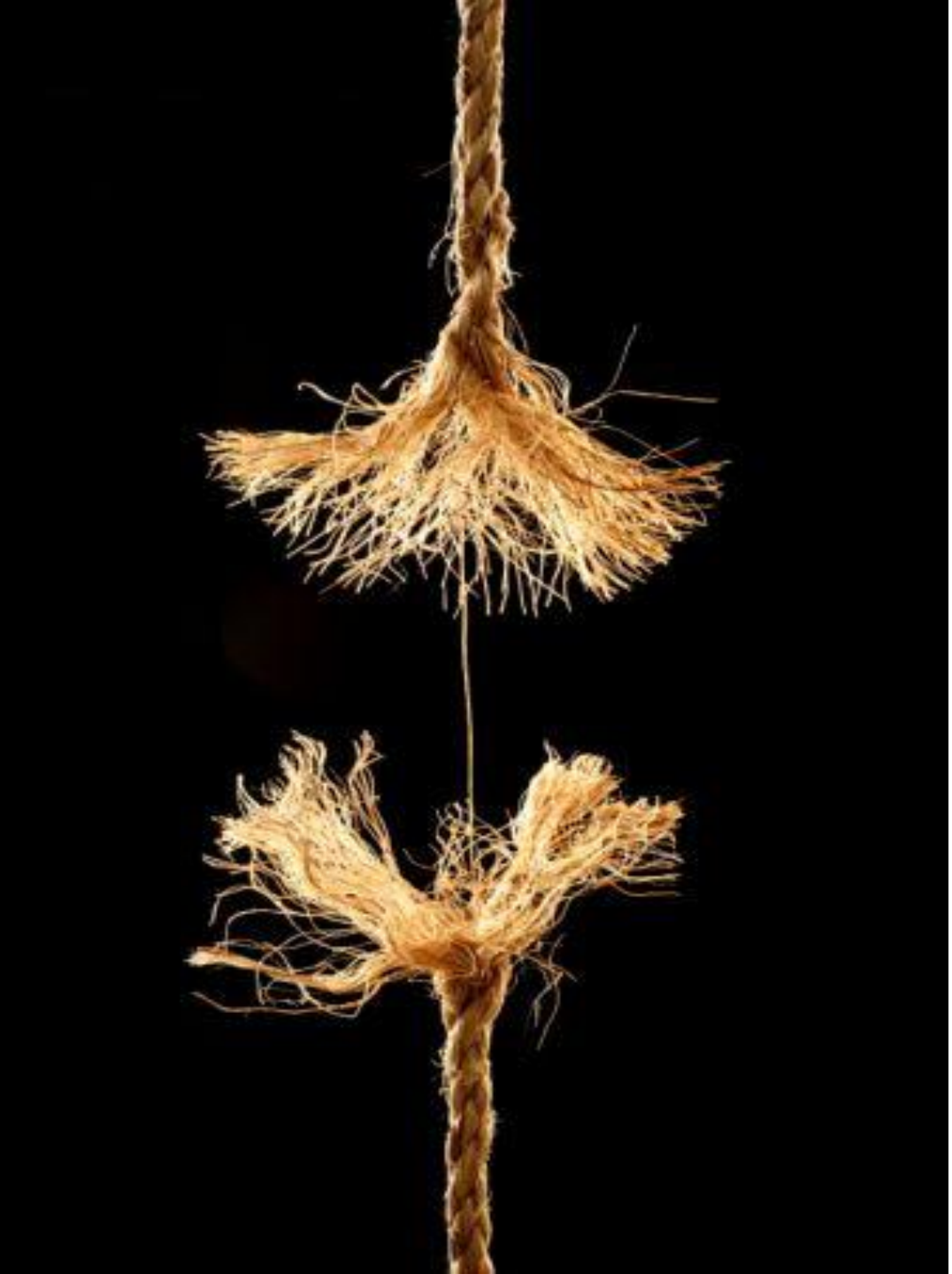
fear of

losing control

fear of **someone** else

taking credit

fear of failure



broken

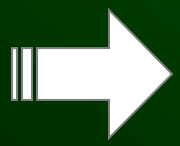
trust

what this looks like …

broken commitments by someone or a team

afraid to look foolish or dumb

frozen in place for fear of losing job,
position,
and status



descriptions you see?

why people **don't** collaborate…

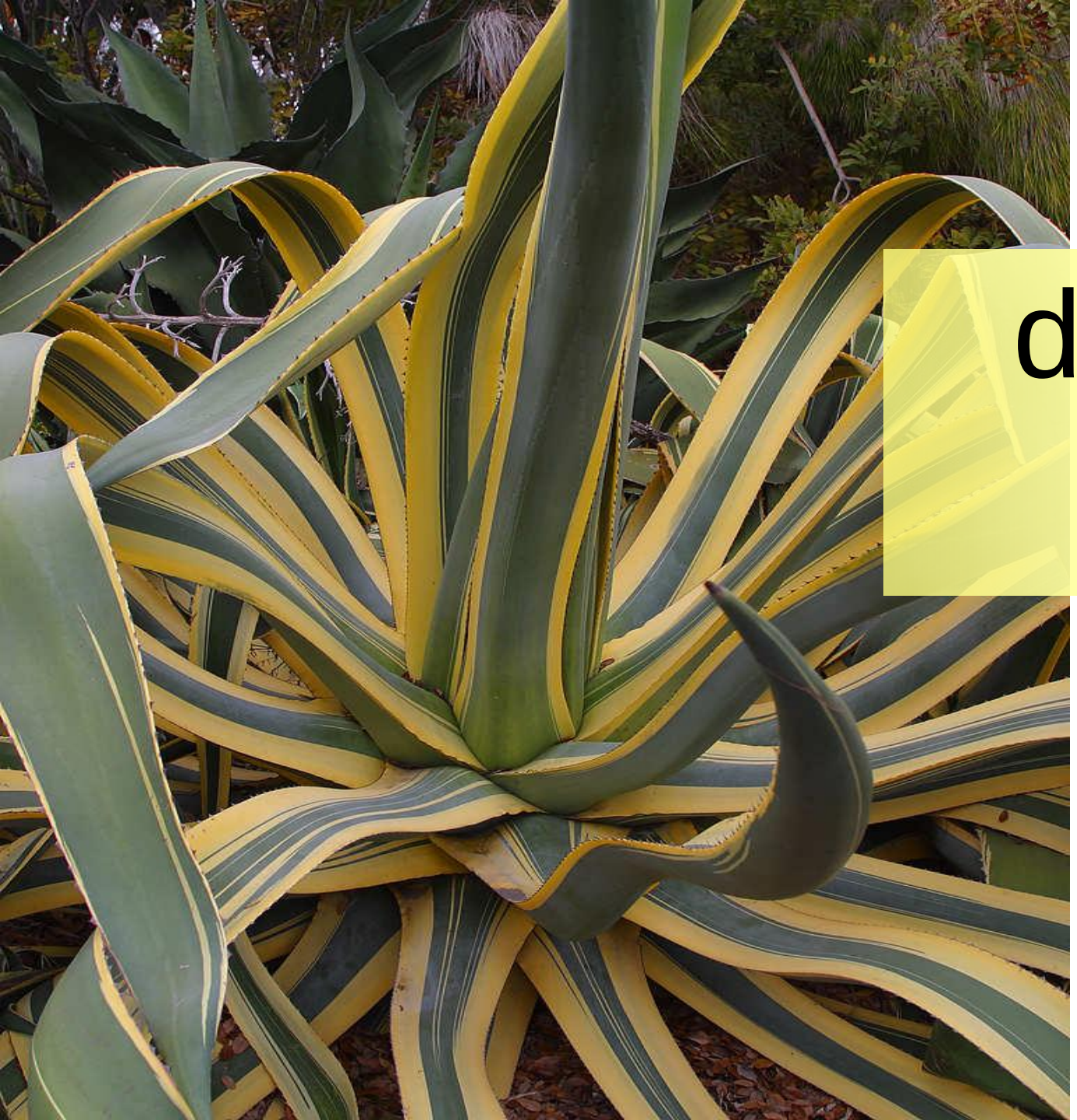
- lack of collaboration **skills**
- **fear**
- 'it's all about **me'**

self-centered

passive **aggressive**

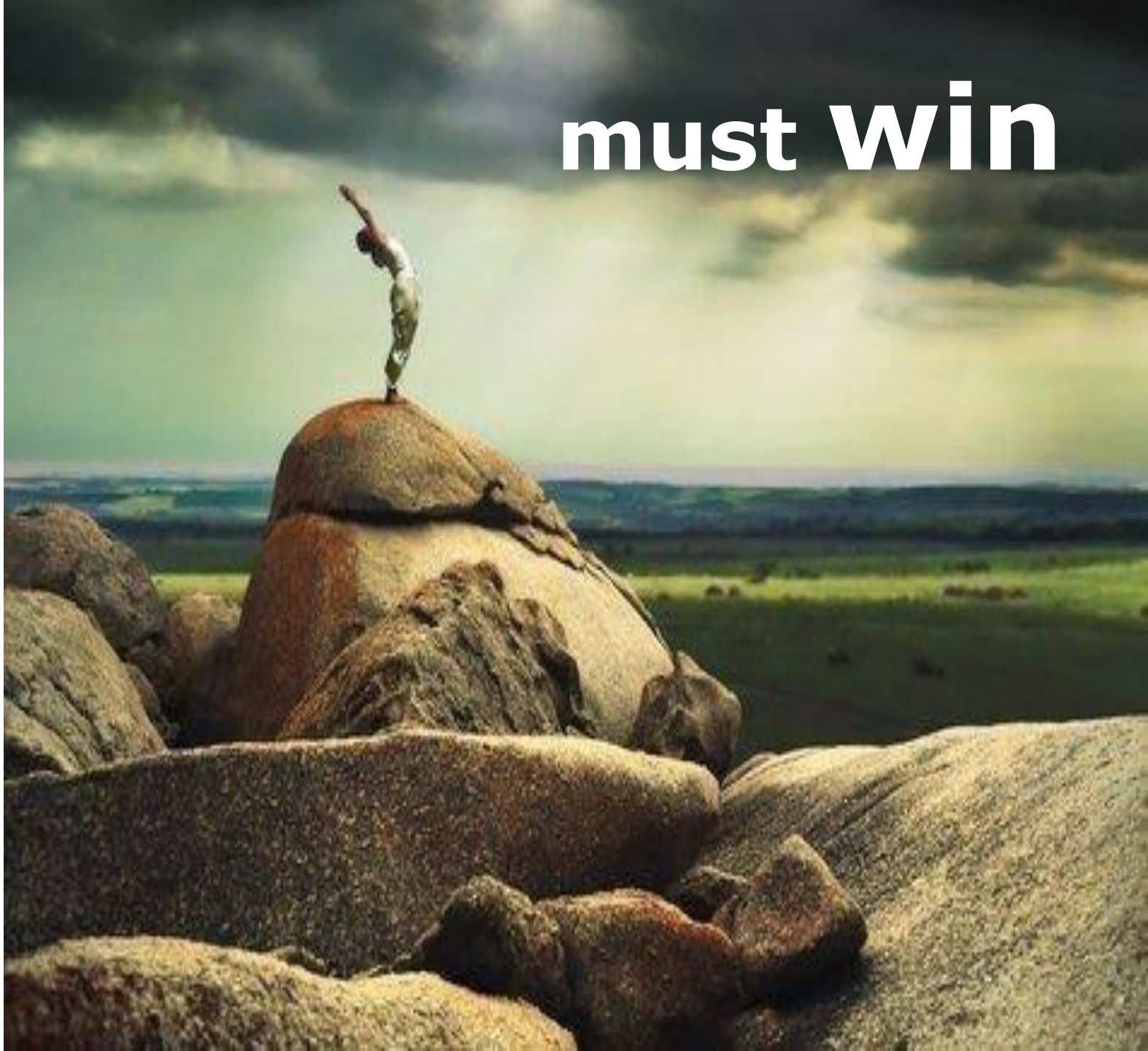
wants **power** and control

personal agendas



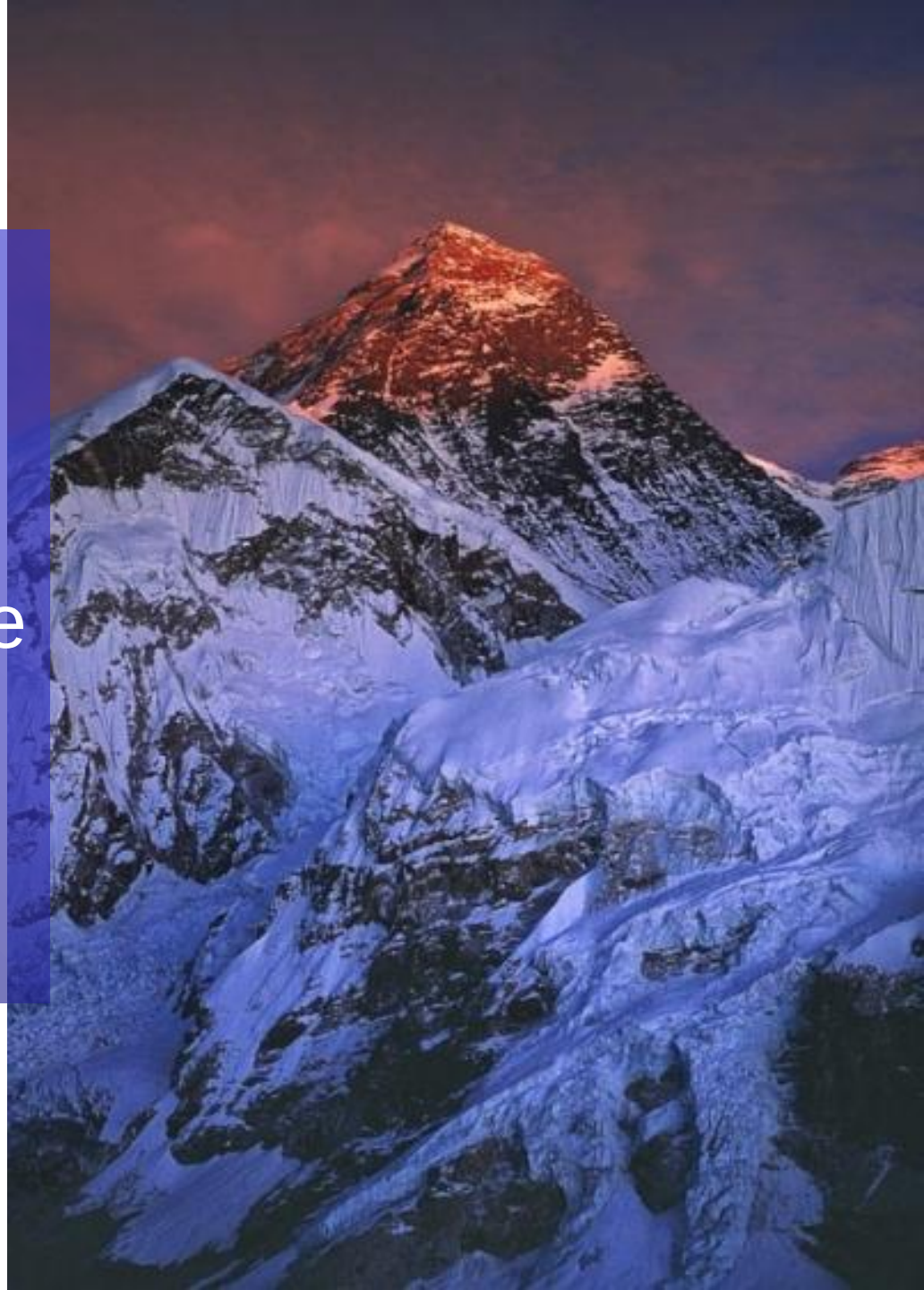
differing

ethics


must win

what this looks like…

withholds information to elevate importance to organization

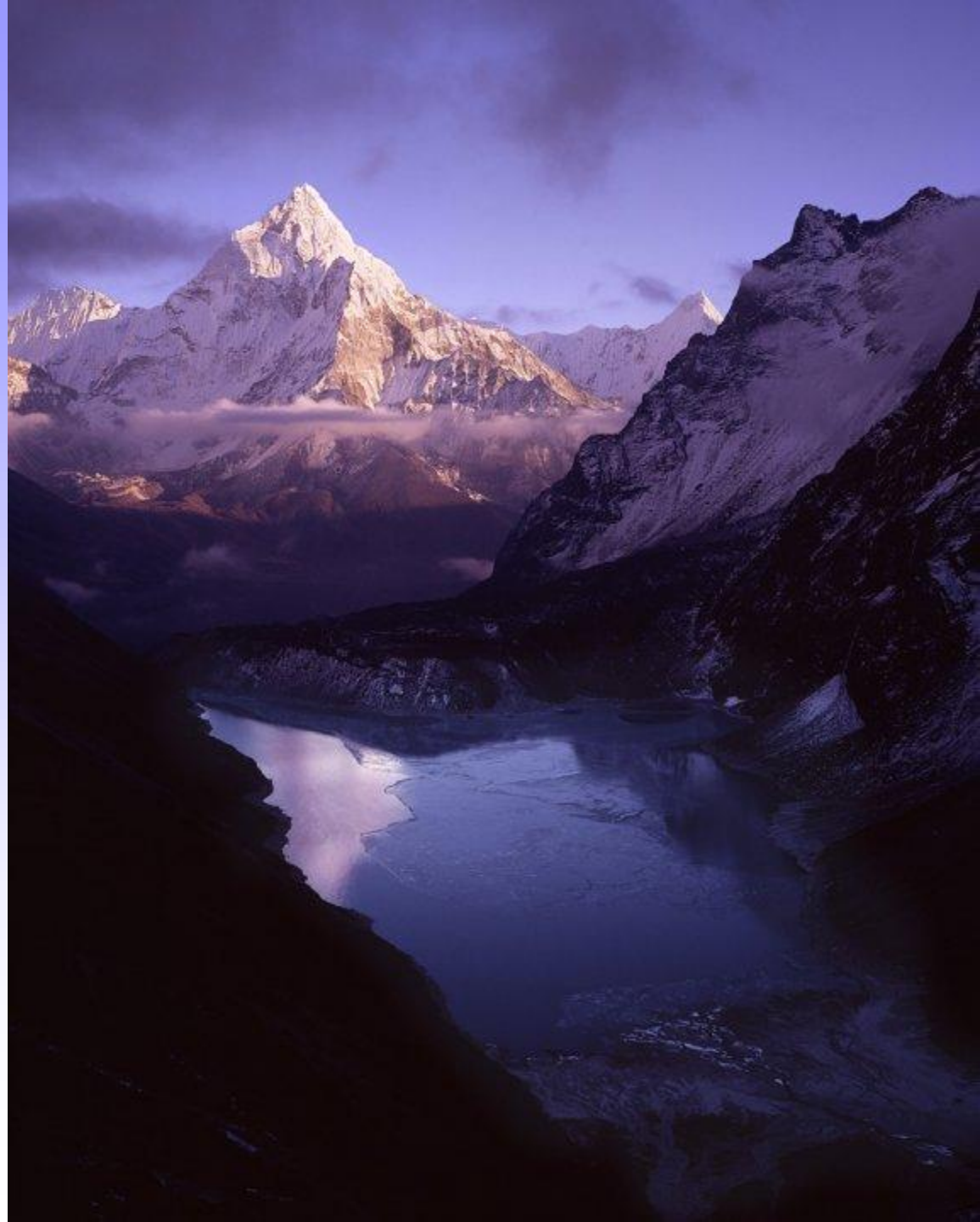


is superior to others

sabotages
others in effort
to look better

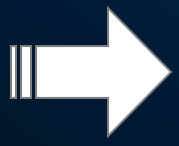
always wants fingers in anything under the spotlight

has team
and/or
personal goals
that
don’t align with
others



often highly successful

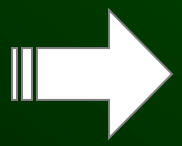
doesn’t really micro-manage but controls all key decisions



descriptions you see?

your non-collaborator?

- lack of collaboration **skills**
- **fear**
- ‘it’s all about **me’**



how did you know?

identify non-collaborators

understand the **systems** they work in

assess the systems you work in

build a map of traits

map tools for dealing with non-collaborators

when doing your
research…

trust your intuition …

rely on your

‘first’

reaction

listen between the lines

compare results with ‘guess’

systems they work in

your non-collaborator's **focus**?

their

motivators?

how does

your

non-collaborator

define

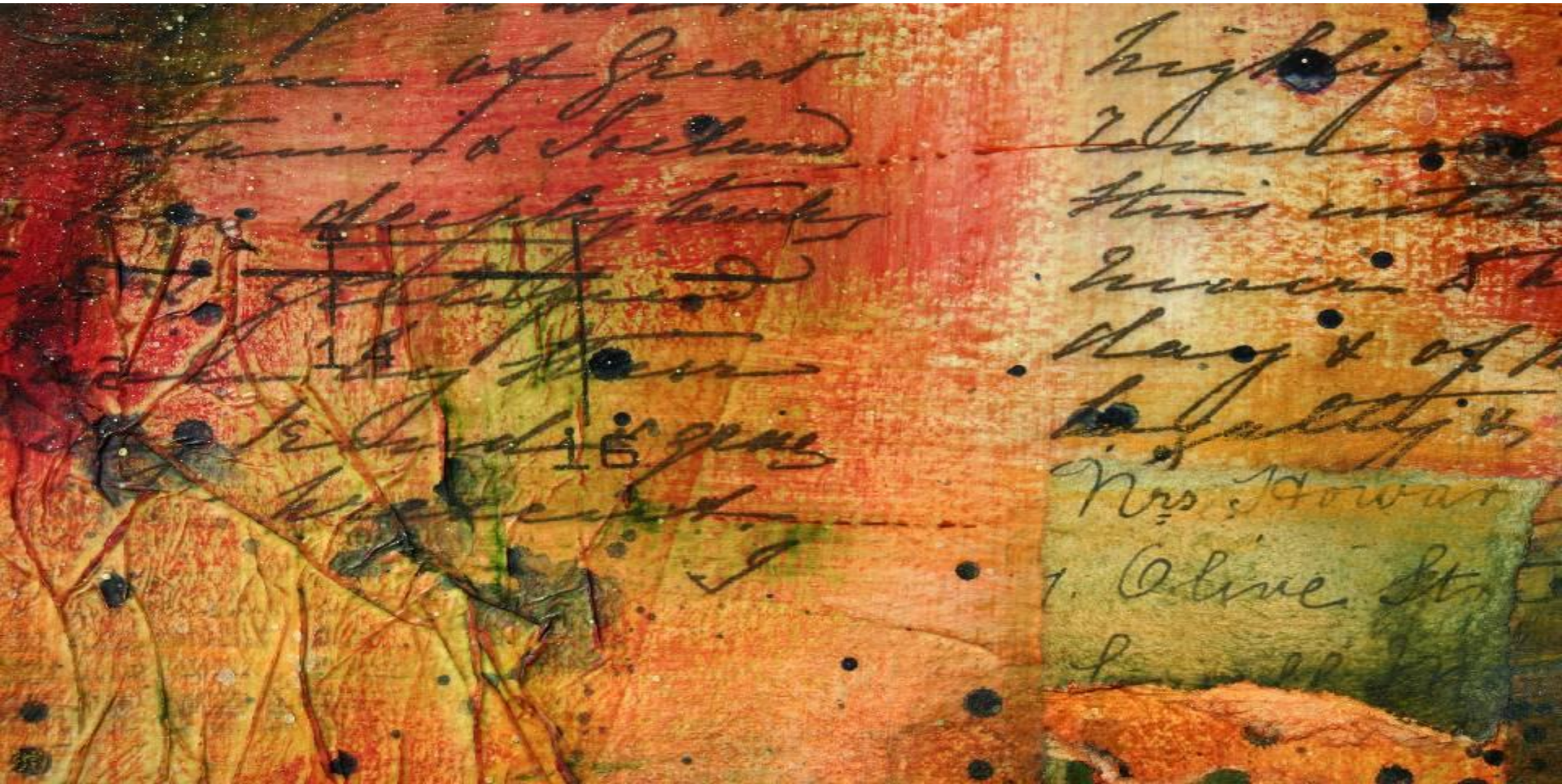
success?

their team's definition of
success?

their reward system?

acknowledgement

and recognition?



their
fears?

their

‘hot buttons’

any ‘hidden
agendas’?

assess **system**:

- ➡ politics
- ➡ **competition**
- ➡ style differences

identify non-collaborators

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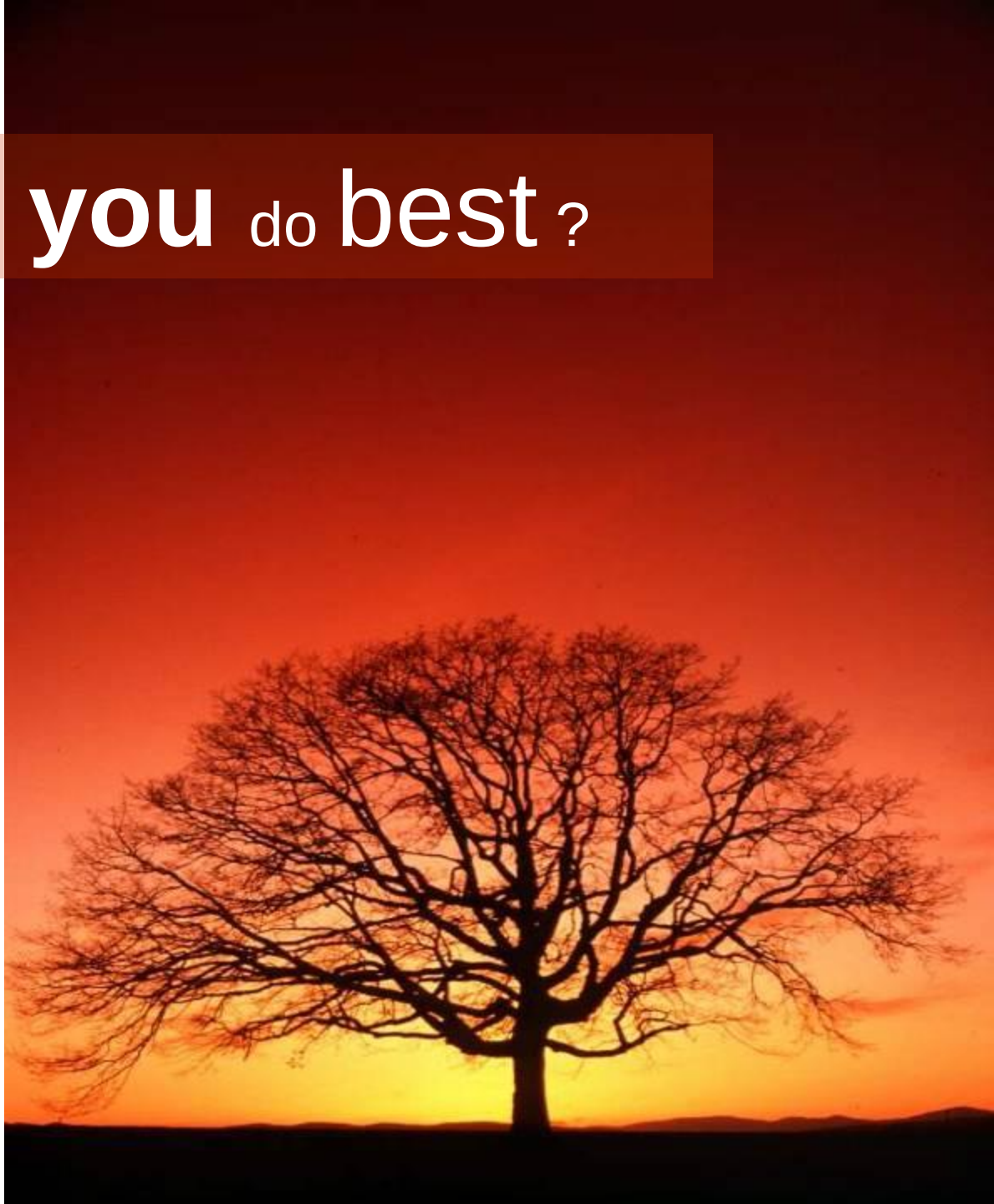
how **do you** define
success?

what **are** you **passionate** about?

what do **you** do best ?



what do you fear?

non-collaborative

collaborative

where is **your** non-collaborator?

non-collaborative

collaborative

where are you?

non-trusting

trusting

where is **your** non-collaborator?

non-trusting

trusting

where are **you**?

lack of integrity

integrity

where is **your** non-collaborator?

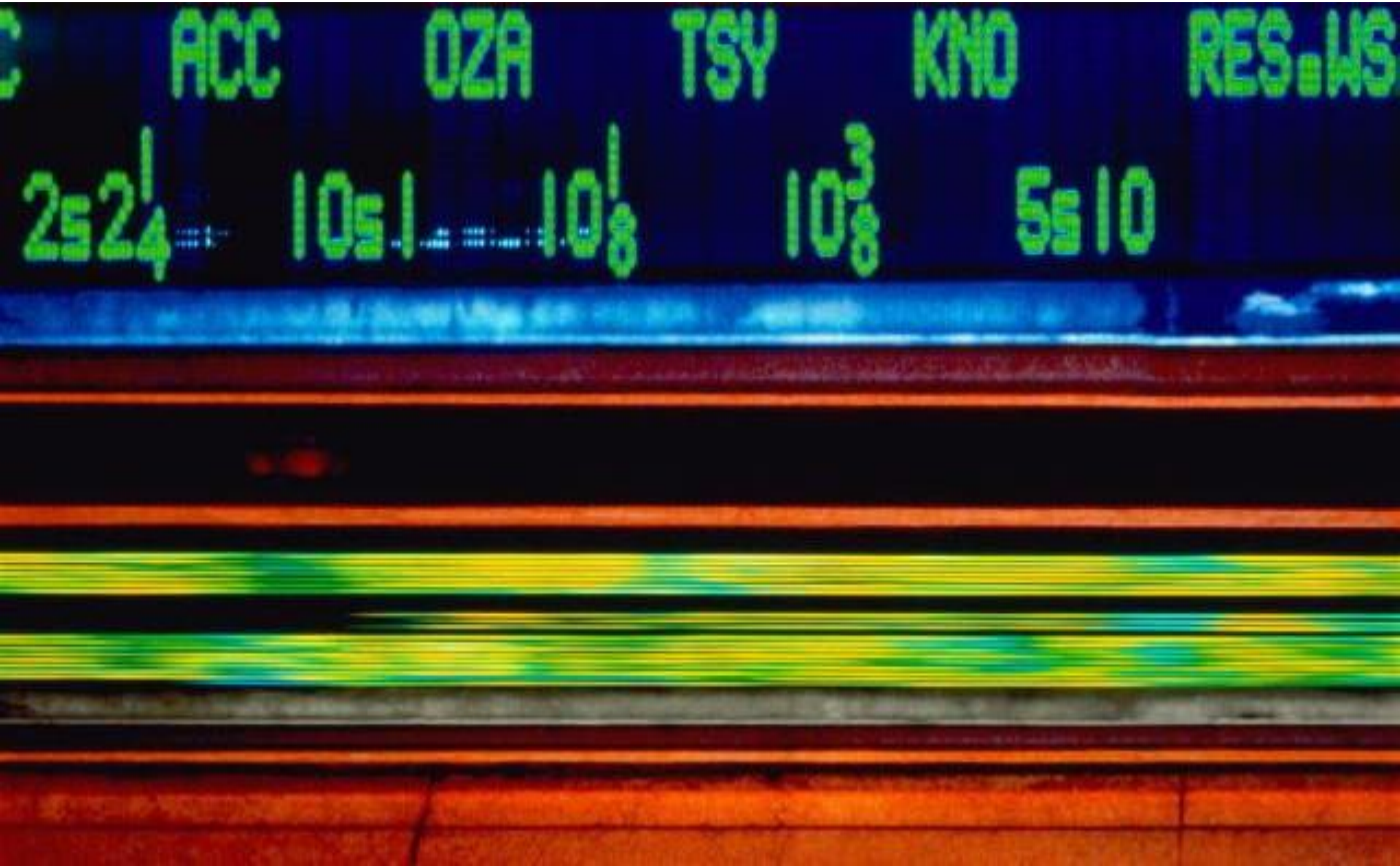
lack of integrity

integrity

where are you?

why do **you** want to collaborate with this non-collaborator?

for a business **purpose**?



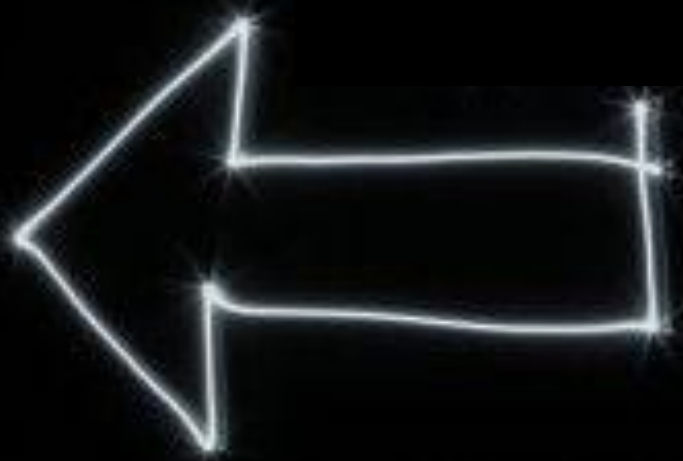
…need information
to **succeed**
Information

…need action

taken

…need

non- collaborators to



stand back

to **‘change’** your non-collaborator?

"what interests my boss, fascinates me."

to **isolate** or
remove them?

your **risks**

can you risk …

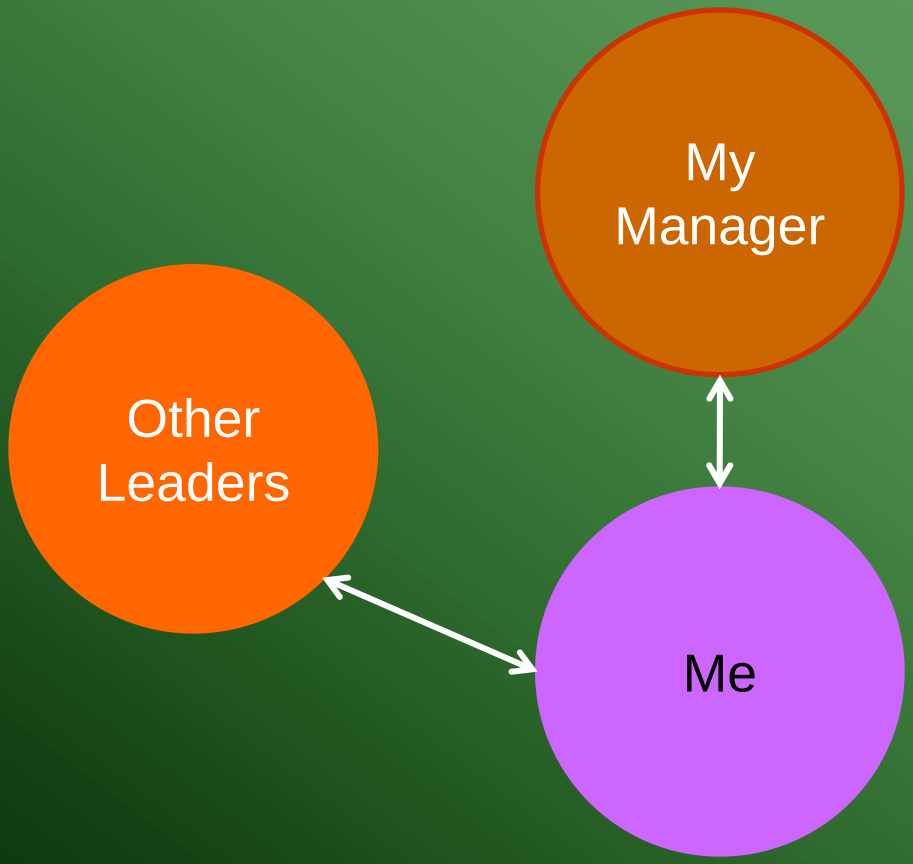
- Being off the bus
- Departure lounge (losing your job)
- Demotion
- Penalty box
- Lack of respect and trust
- Out of the inner circle
- No advancement opportunities

and…

do you care if it is

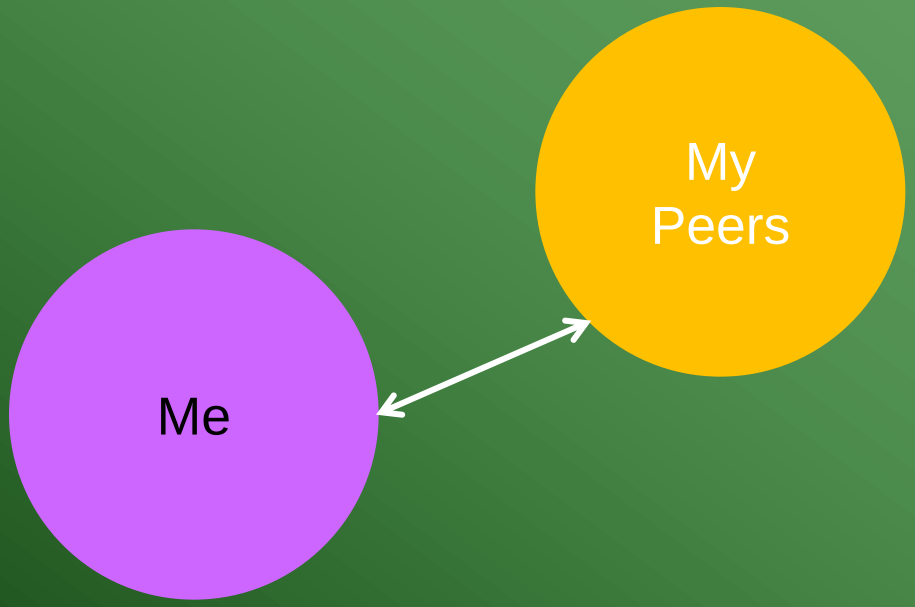
their idea?

are **risks** **different…**

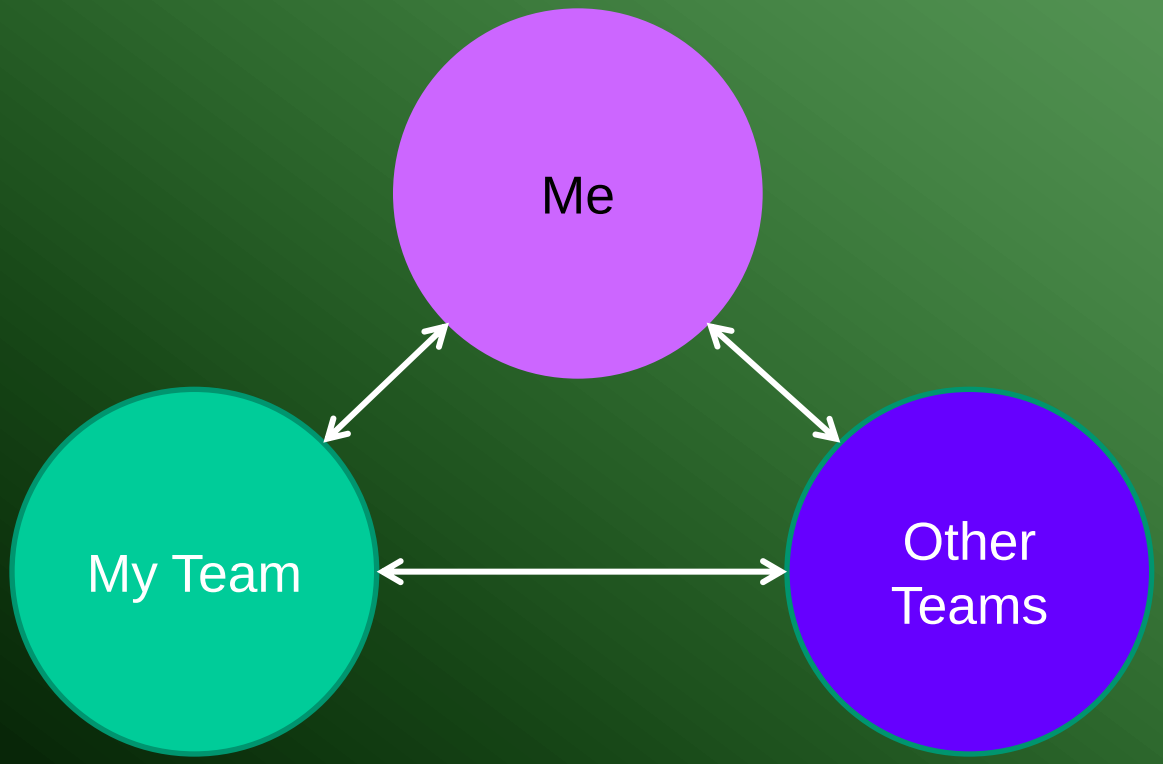


for your leaders?

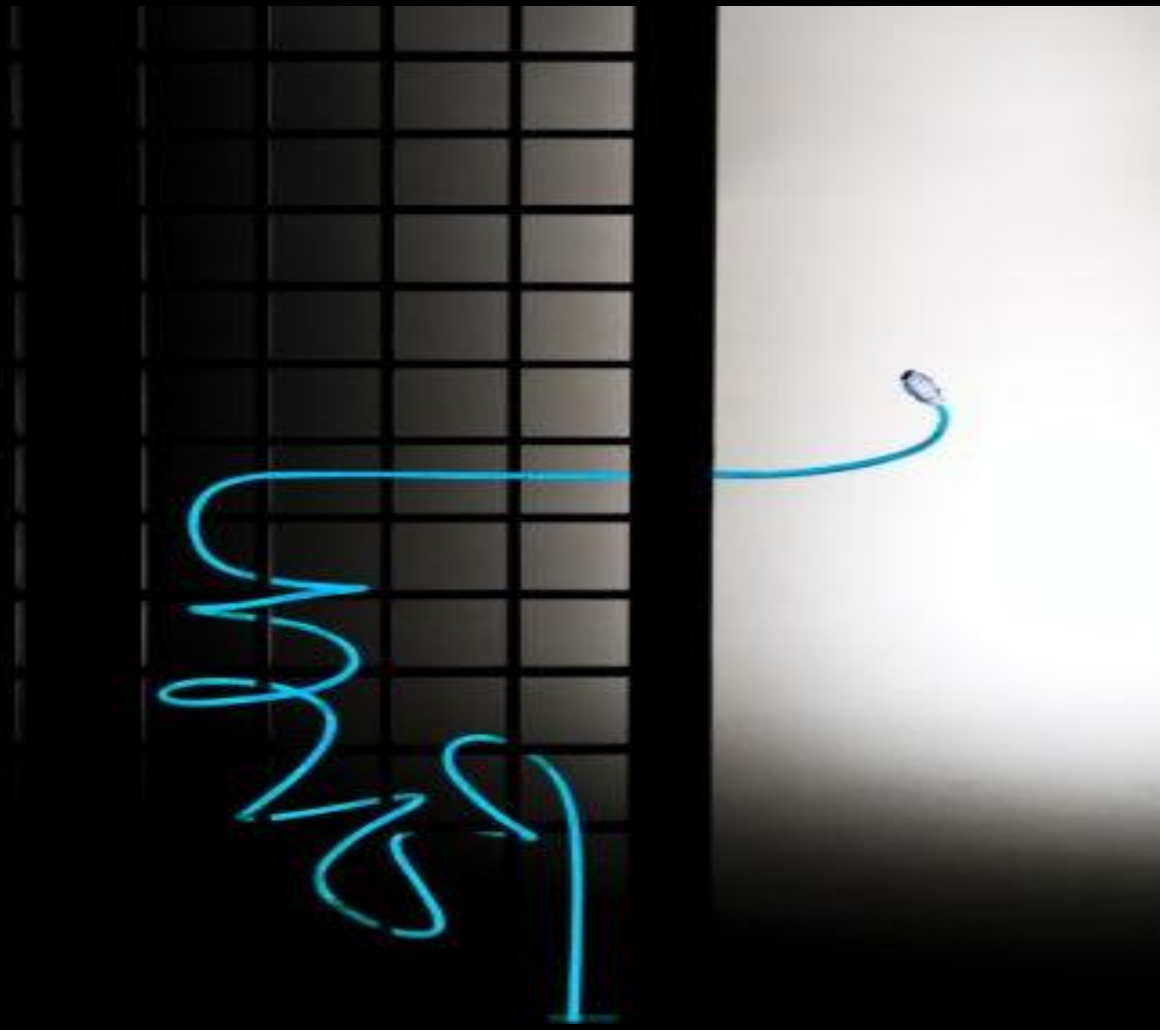
your peers?



your teams and other teams?



processes?



what are your risks?

can you:

- Let someone else take the credit for your ideas and accomplishments?
- Survive without your mentors?
- Deal with any undeserved, negative labels?
- Handle being fired?
- Deal with public humiliation?
- Handle your career being derailed in this organization?
- Find another job as good or better within three months?

list 3 professional
options

recall **successful**

risks taken

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