

what **can** you **do**?




can a
non-collaborator
ever
collaborate?



or ...

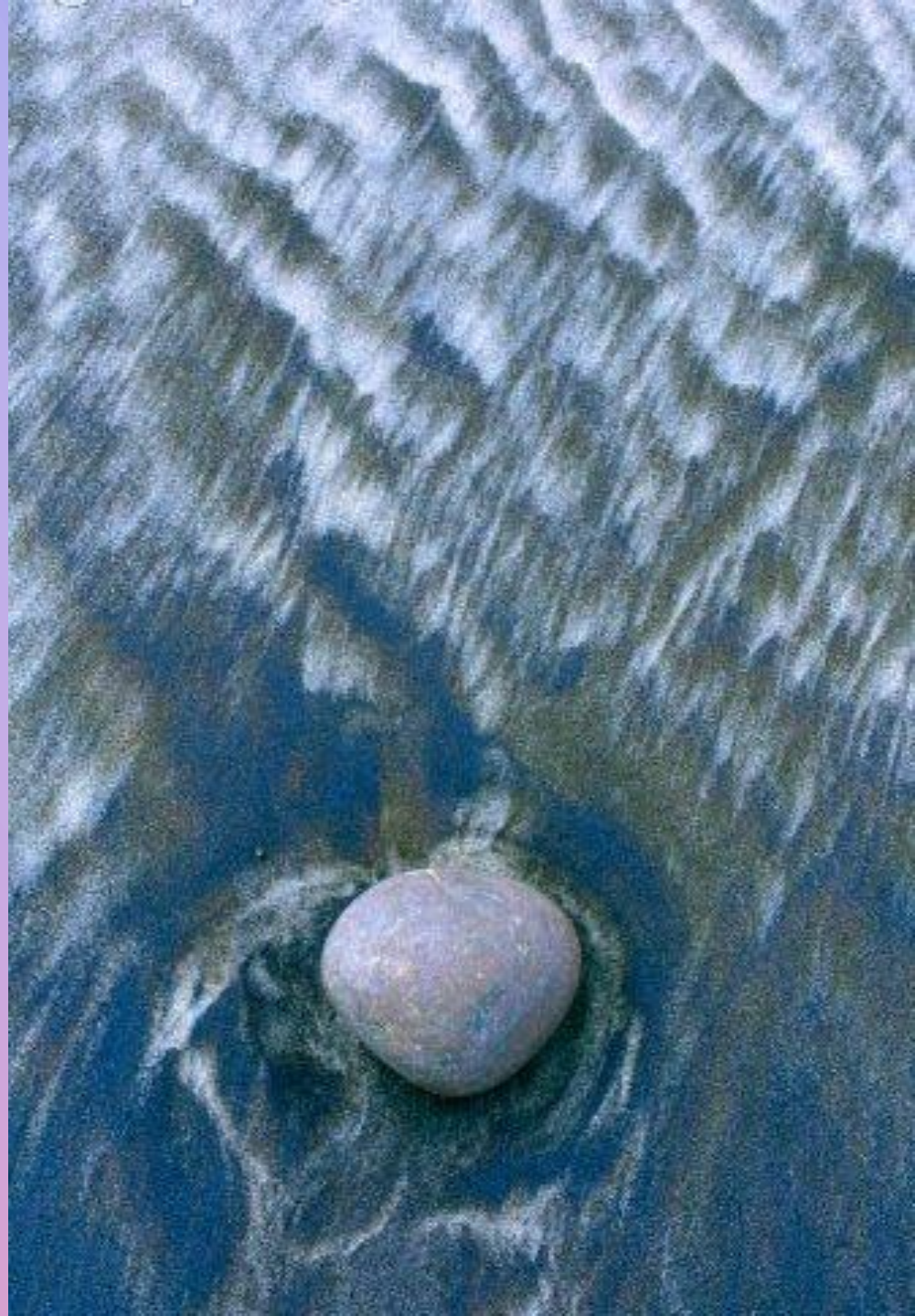
work

around

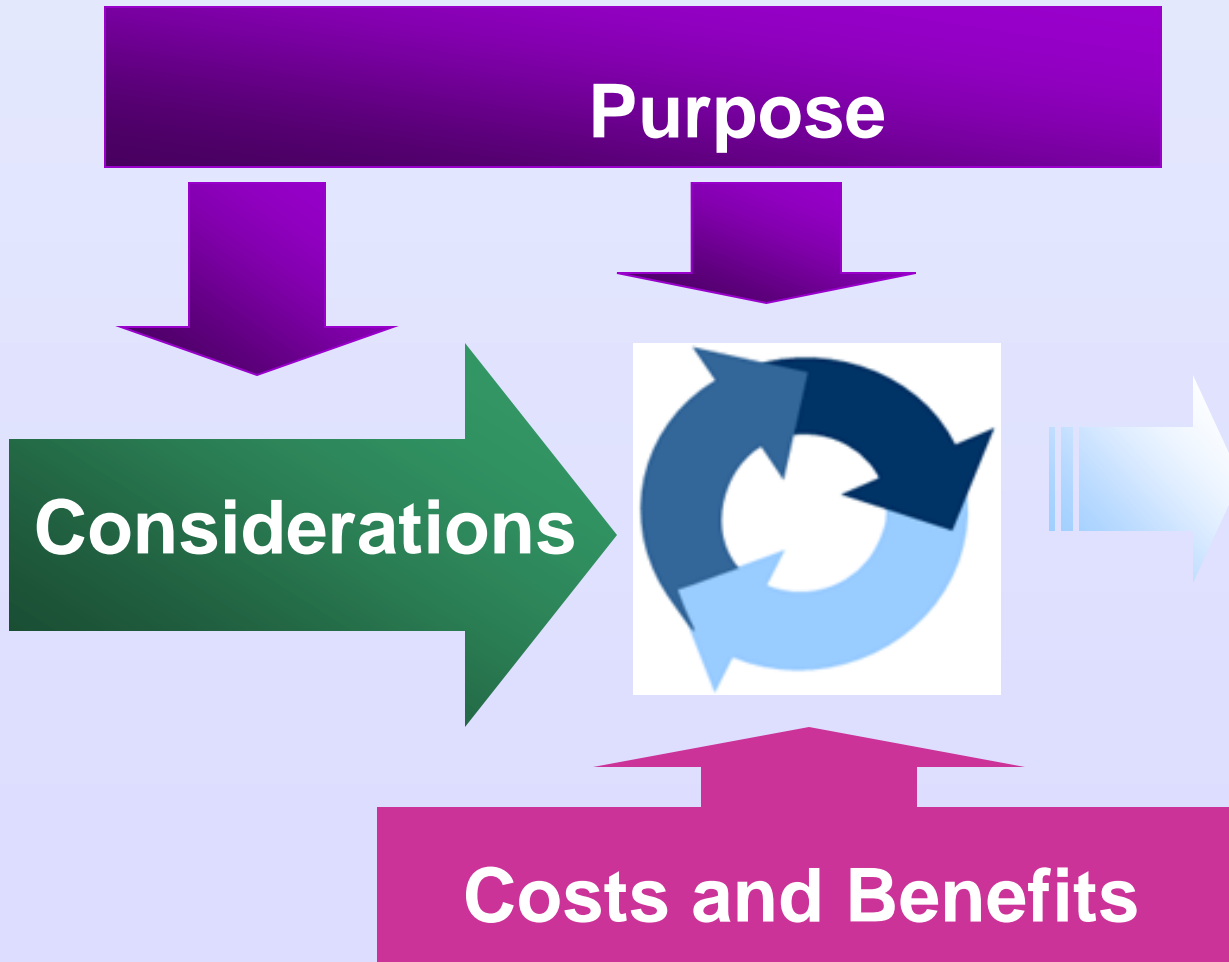


dealing with
non-collaborators
in general

Speak so
you can be
heard



focus on business value



practice a forward **going**

approach



communicate, OFTEN

Pass on results **often**

Check in often, daily or weekly

find the best communication format

bring solutions

not just problems



watch
your
timing





deliver
results as
committed
and
often

tips ...

have **three**
people in the
collaboration



The image features a teal-colored background with a semi-transparent overlay of green leaves. The leaves are large and have prominent veins, creating a natural, organic feel. The text is centered on the teal background.

find some

common

ground



share information

be transparent

An abstract painting with various colors and shapes. A teal horizontal band is overlaid on the painting, containing the text. The painting features a mix of warm and cool tones, including red, orange, yellow, green, blue, and grey, with visible brushstrokes and geometric forms.

give data **before** people **need** it

find an influencer to influence
your non-collaborator



identify non-collaborators

understand the **systems** they work in

assess the systems **YOU** work in

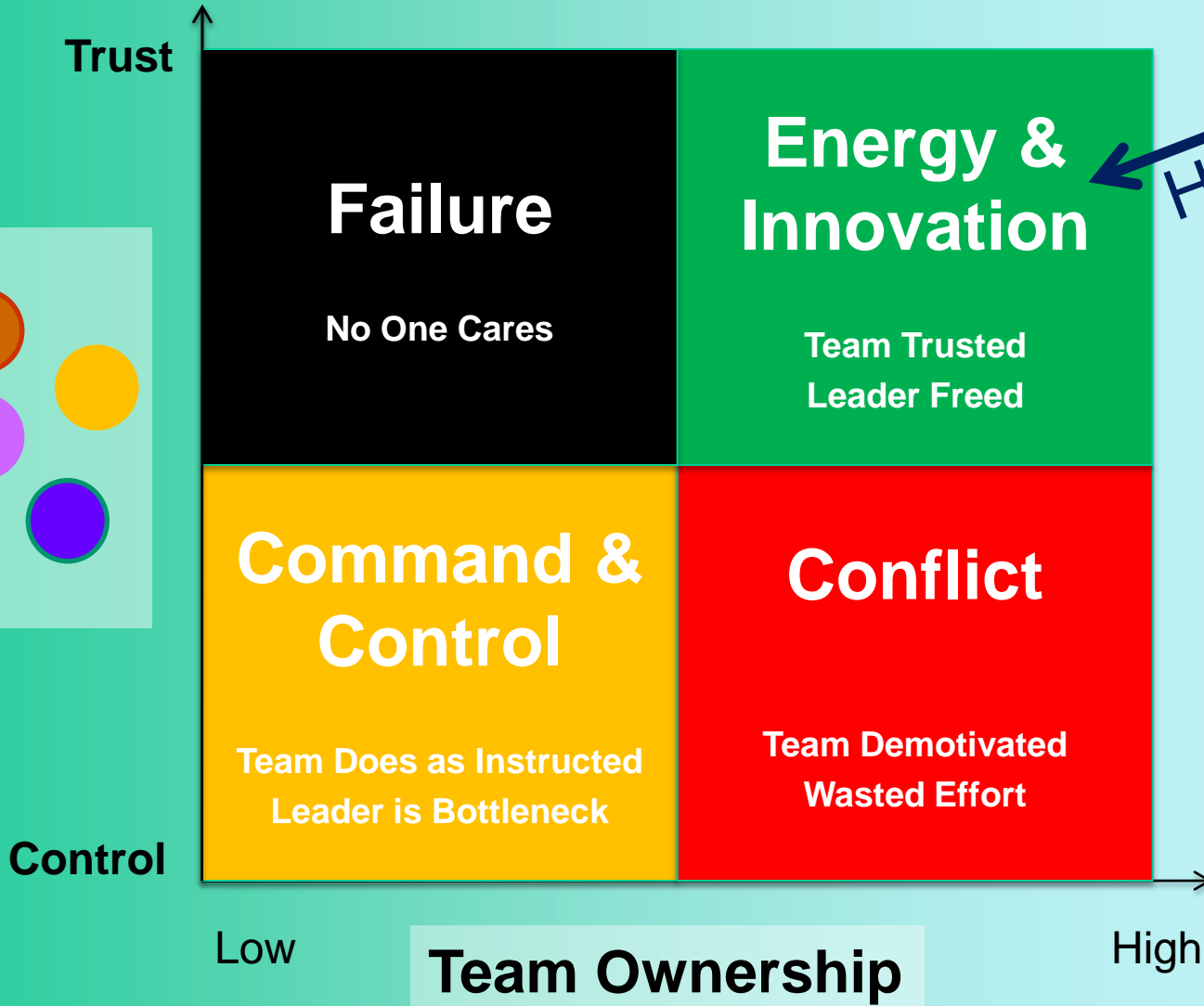
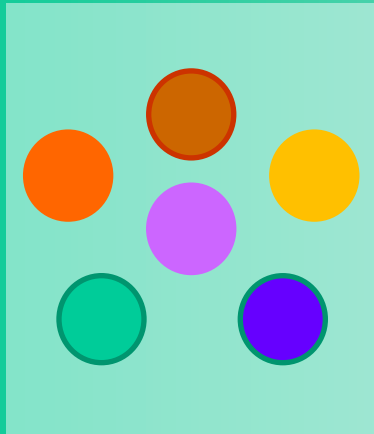
build a map of traits

map tools for **dealing** with non-

collaborators

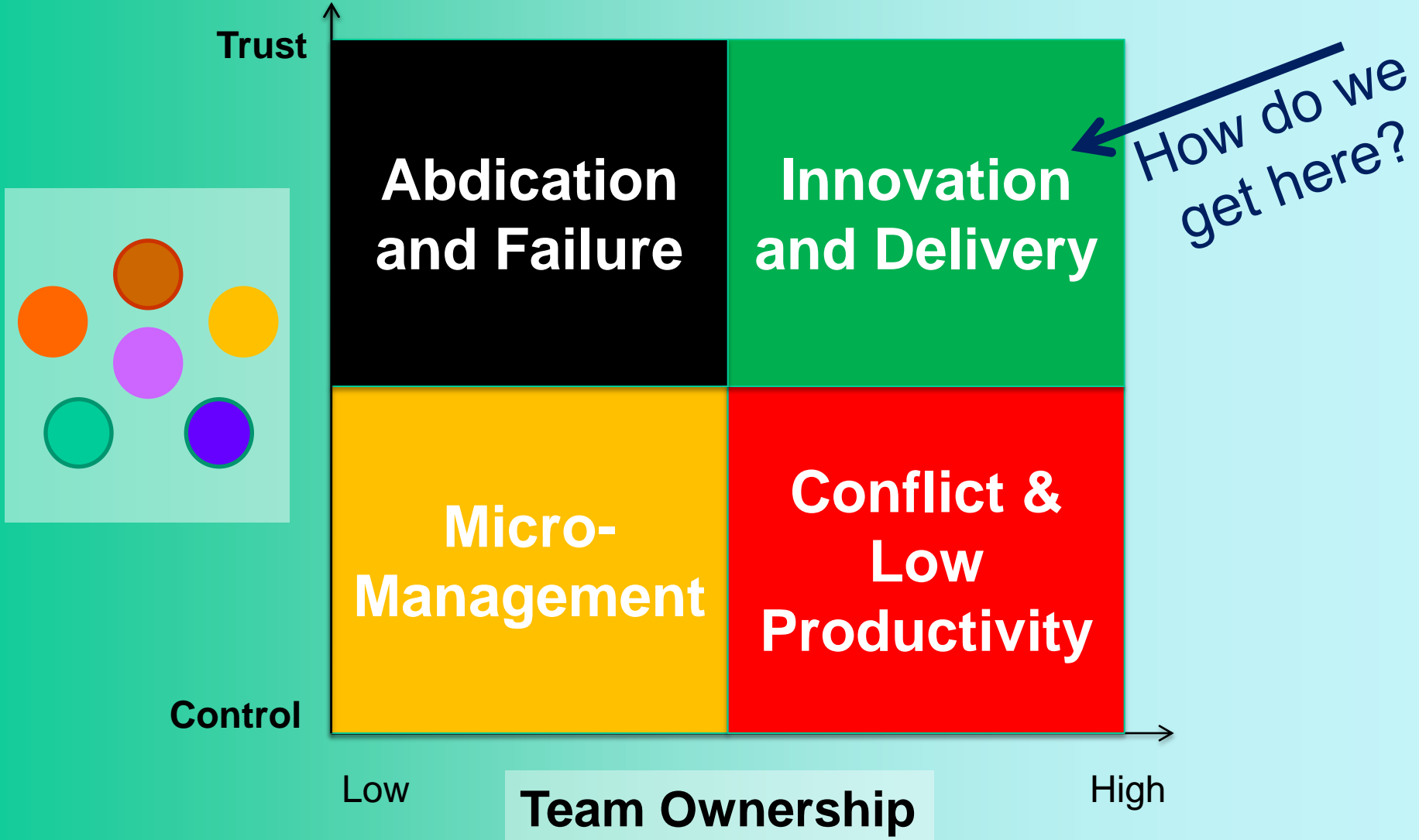
high trust equals
low command and
control...

Trust/Ownership Model



How do we get here?

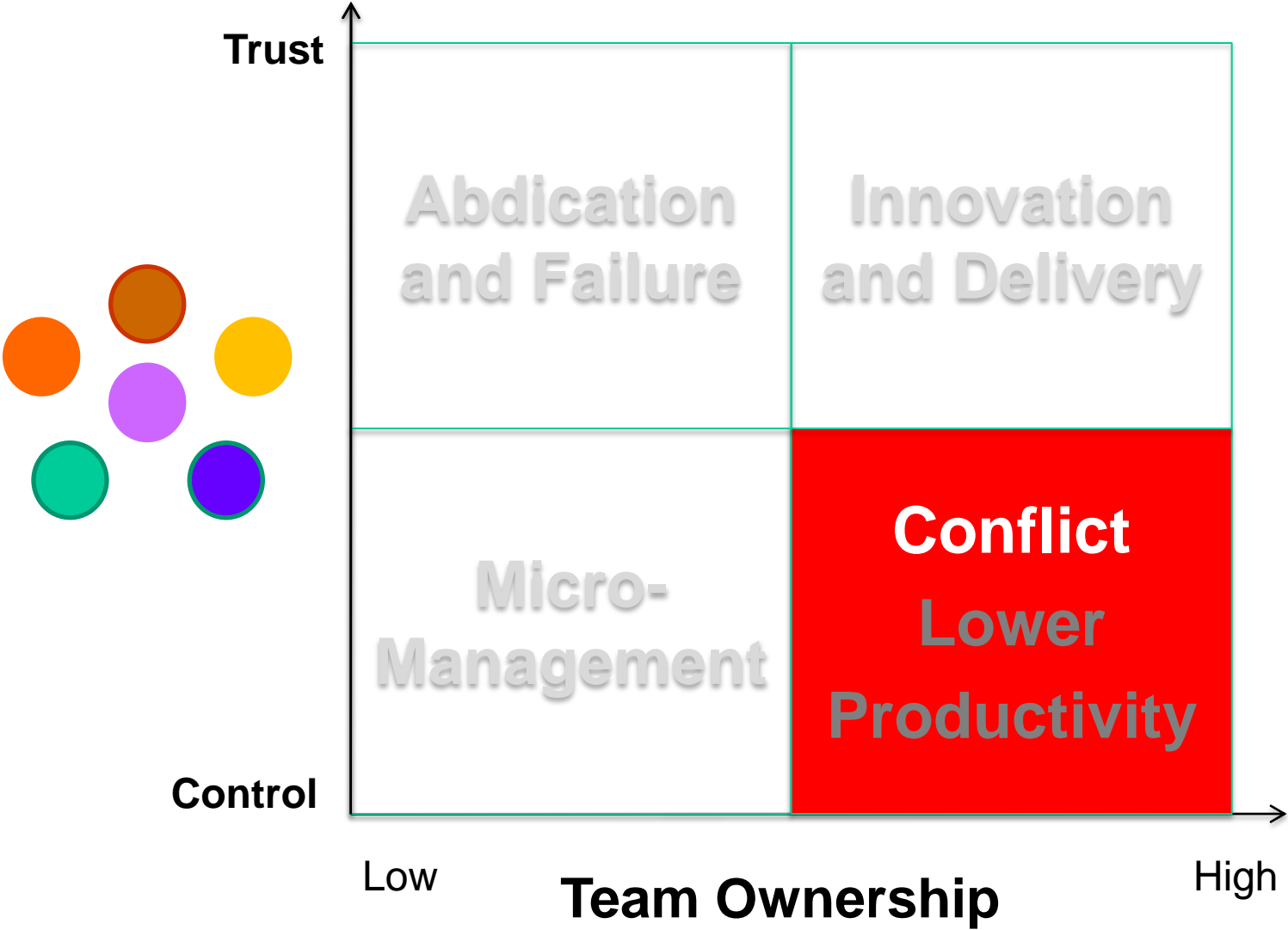
Trust/Ownership Model



⇒ map grouped traits to
model

⇒ where is your non-
collaborator?

Trust/Ownership Model



Appreciative Inquiry

Problem Solving:

- Identify the Problem
- Analyze the Causes
- Plan the Actions

Basic Assumption:

An organization is a problem to be solved.

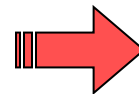


Appreciative Inquiry:

- Value What Is
- Envision What Can Be
- Discuss Next Steps

Basic Assumption:

An organization and the people know the possibility.



“Fall Forward !”

Appreciative Inquiry

Problem-Solving Orientation

Appreciative Orientation

PAST

CURRENT STATE

FUTURE

ANALYZE &
FILL THE GAP

DISCOVER &
REALIZE
POSSIBILITIES

QUESTIONS

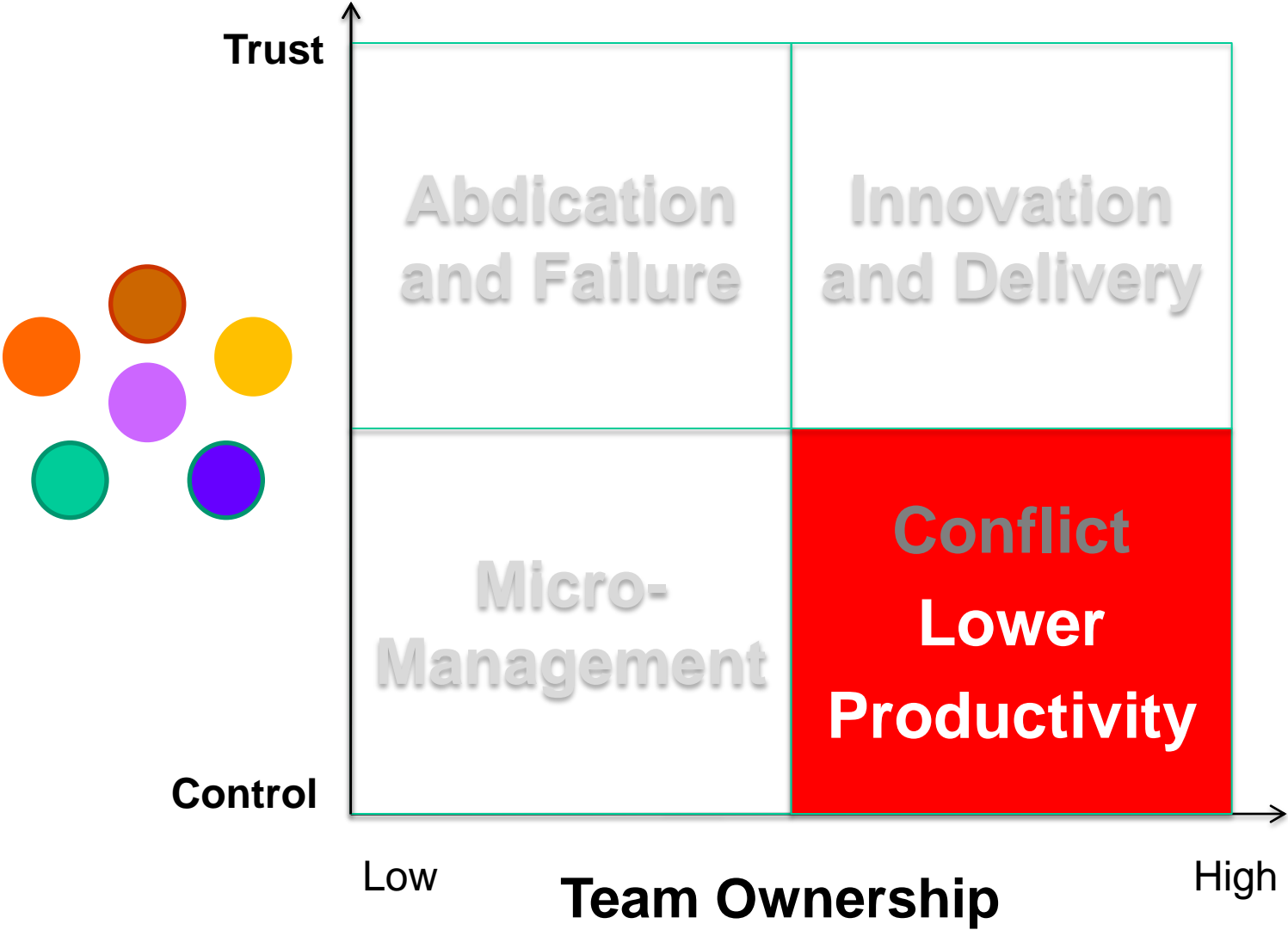
What's Wrong?
What Happened?
Who's to Blame?
How Do We Fix It?

QUESTIONS

What's Working?
Where's the Passion?
What's Possible?
How Do We Achieve It?

 What would you do?

Trust/Ownership Model





find something
you agree on,
no matter what

how do they want to solve the rest

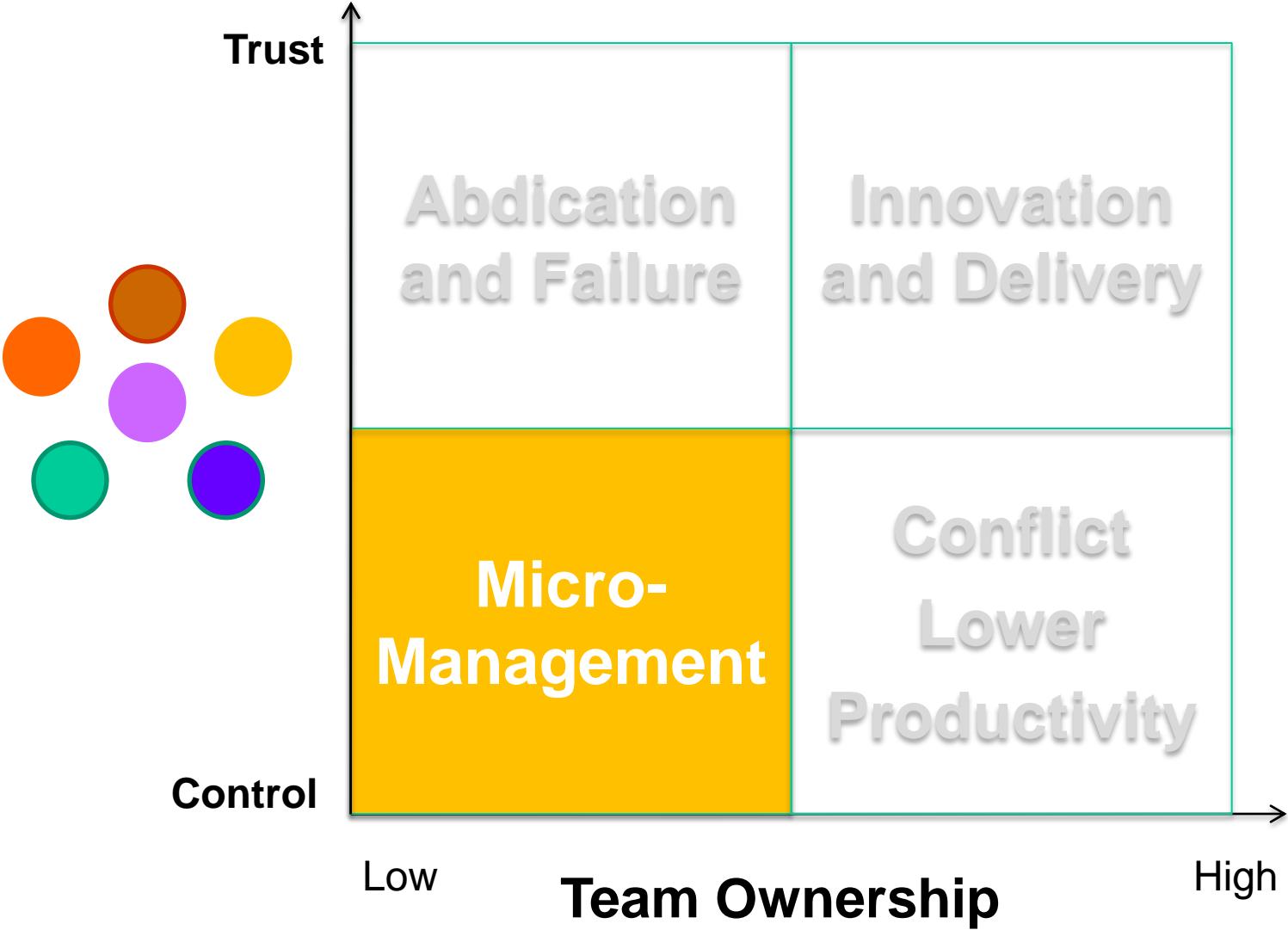




bring lots of **data**

 What would you do?

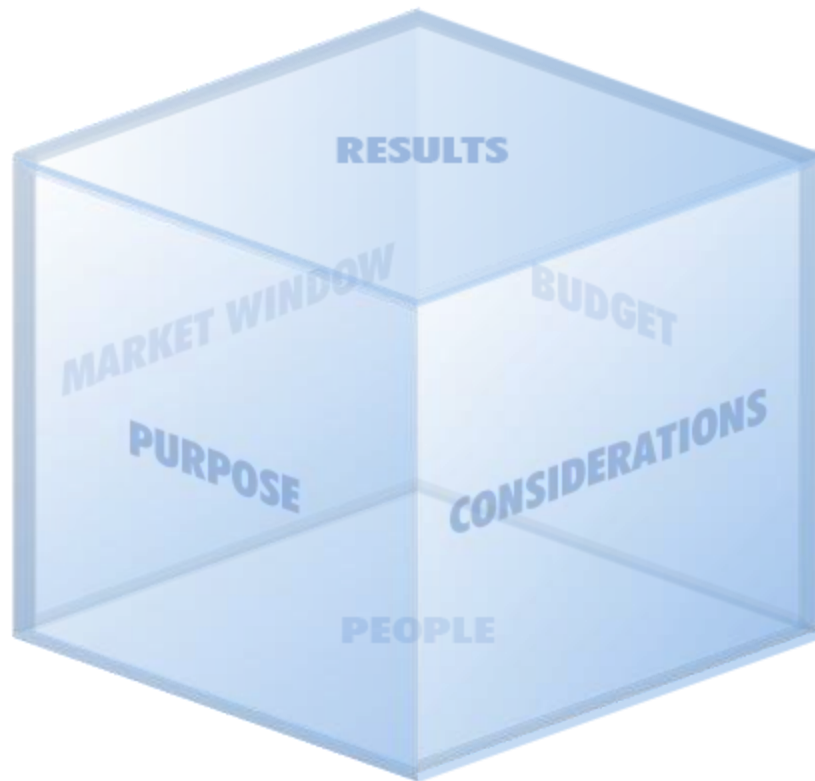
Trust/Ownership Model



understand
why they
micro-manage



build a cube together



check in regularly



can you build
trust?



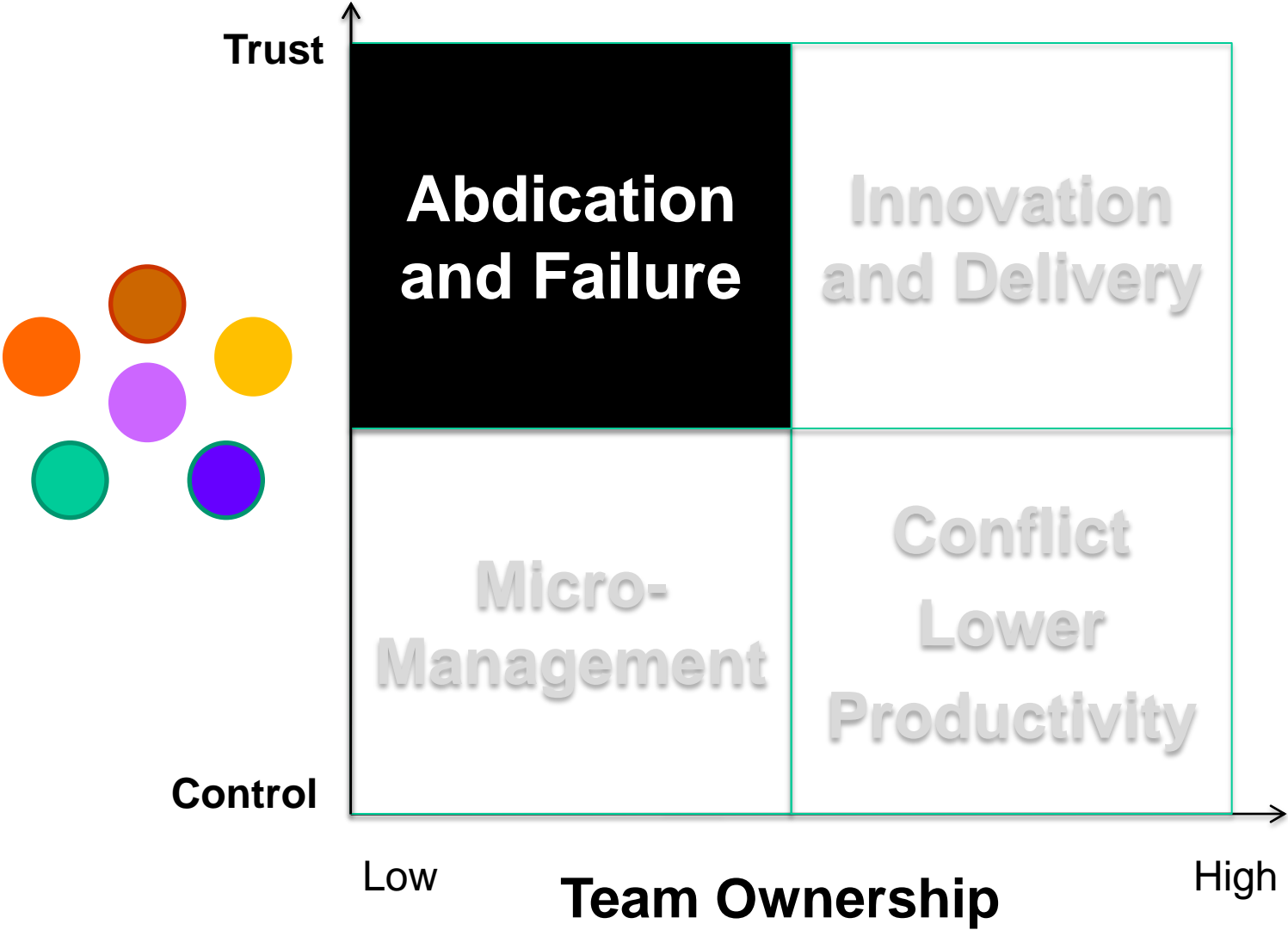
can you
fix
the

process



 what would you do?

Trust/Ownership Model



the “passive”

non-collaborator

the “passive”

non-collaborator

fear

lack of understanding

cultural

differing goals

what **are they passionate** about?



what's holding them back?



advocate for them
to pursue their
area of passion



➡ what would you do?

“passive aggressive”

**non-
collaborator**



“passive aggressive”

non-
collaborator



competitive

lack of respect

self preservation

personal agenda

don't engage in a power struggle





wrap
them in
process

make them step
into their
responsibility
and
make it the only
possible step



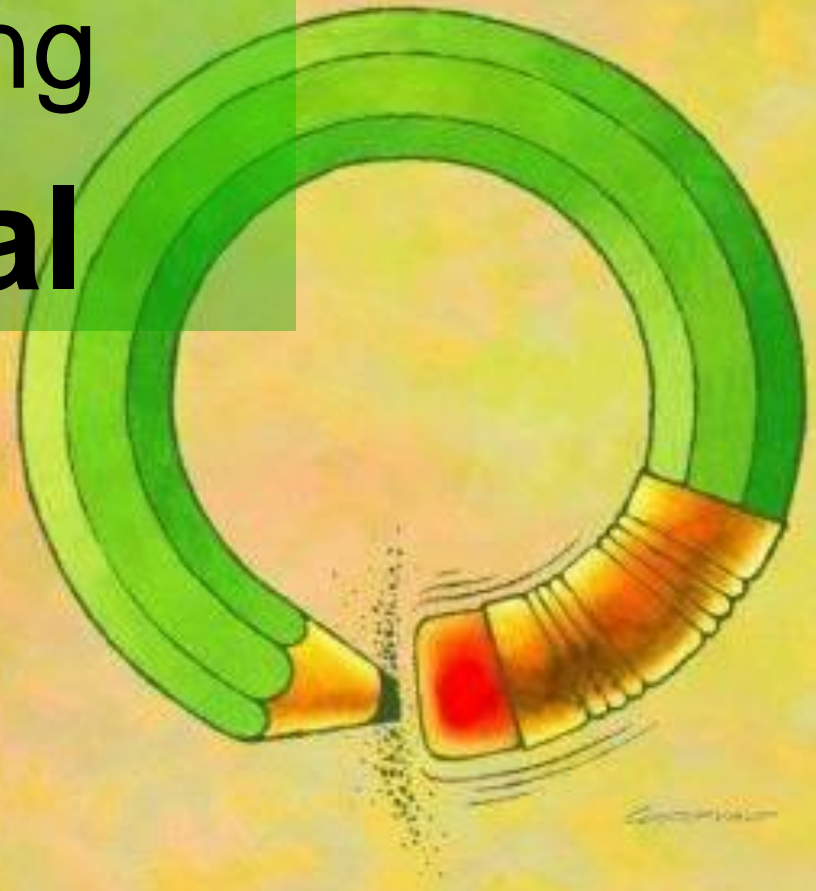
don't let them dodge accountability by saying you don't have the authority



make them commit in public



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



how

would **YOU** like

to

solve it?



don't let them be leaders



➡ what would you do?

non-collaborating processes



value stream mapping



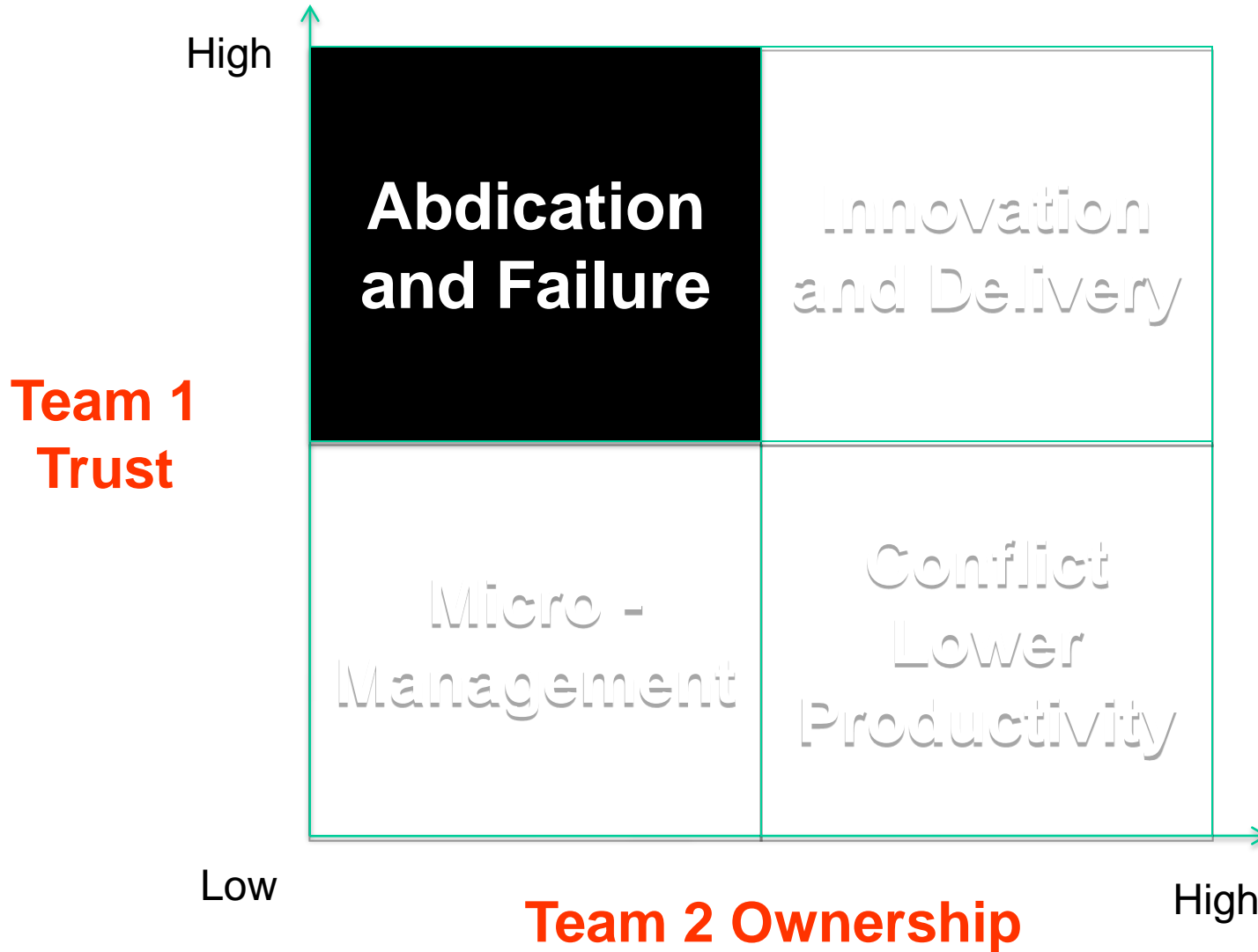
improvement work groups



never let the process
make you fail!



Team to Team Model





activities to involve both teams

activities to
build
common vision



hold past dodgers accountable



can a
non-collaborator
ever
collaborate?



or ...

A photograph of a rocky coastline with a semi-transparent white box containing text. The background shows a grey, pebbly beach in the foreground and a dark, craggy rock formation on the right side. The text is centered within the white box.

work

around

reflect

don't

react



“I’ll get back to you on that.”



don't **take** it personally



leave the room





questions to
help with
“working
around” a
non-
collaborator

what are your goals for yourself?
...for your team?



how can we improve the effectiveness of our team operations?



what can I do to help
you?



how can we improve our working relationship
with team xyz?



when all else fails...



remove or isolate the non-collaborator

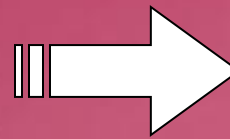


protect the team



maybe it's time to move on....





remember the
non-collaborator
you struggle
with

⇒ what actions will you take?

your next
steps...



summary



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understand the **systems** they work in

assess the systems **YOU** work in

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map tools for **dealing** with non-

collaborators

