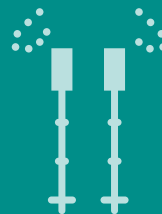


Self Development Guide Leading Leaders

Module 4
Collaborate



Collaborate

Collaboration is about achieving together. Connecting and understanding the needs and desires of your communities is critical to your organisation's success. You need to engage frequently with others to build trust and genuine connection. These connections help you deliver exactly what your community requires as well as helps you to gain insights and information on what is crucial to your organisation's success. At times, conflicting demands and interests means you need to negotiate, mediate and facilitate to ensure you successfully work through issues.



Ideas and inspiration to get you thinking

Read the Harvard Business Review article by Dorie Clark
Start Networking with People Outside Your Industry

→ <https://hbr.org/2016/10/start-networking-with-people-outside-your-industry>

Watch Jim Tamm's Tedx Talk Cultivating Collaboration: Don't Be So Defensive!

→ <https://www.youtube.com/watch?v=vjSTNv4gyMM>



Reflection questions

to help gain clarity, purpose & meaning

Complete the following tables.

Please don't worry if you can't complete the whole table - this is an exercise to help you reflect on what you need to focus on around the skill of collaboration.

Stakeholder (can be internal or external)	How strong is your relationship/connection?	What specific measureable steps can you take to build this collaborative relationship further?	What do you give to this relationship - why should they have you as a stakeholder?	What information can this stakeholder provide?	Who else could this stakeholder introduce you to?

Complete the following

Tick the relevant box and be as truthful as you can!

1. Great at this / 2. OK at this / 3. Could do better at this

	1.	2.	3.
Strategically think and build trust in my teams and relationships			
Actively listen and don't interrupt or lose focus, even when busy or when I think I know the answer			
Have a sense of curiosity about other people's ideas or issues, don't get defensive			
Am aware when I get defensive and am able to manage this in the moment			
Comfortable with conflict and strong opinions, can cope with diversity of ideas			
Happy to give up control, to be the follower at times			
Have a collaborative mindset e.g. 'How can I help vs. what can I get'			
Seek out ways to break down silos and work with my peers and colleagues			
Provide my team with support to develop their own collaborative behaviours			
Reward and acknowledge collaborative behaviours in my team			
Share information broadly			
Support transparent, open decision making, even when it may be unpopular			
Encourage healthy debate in teams and with stakeholders			

From the two reflective activities on the previous pages, what are the top three steps you need to take to increase your collaborative behaviours?

01

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02

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03

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