

# Accelerating Collaboration Everywhere<sup>®</sup> Suite

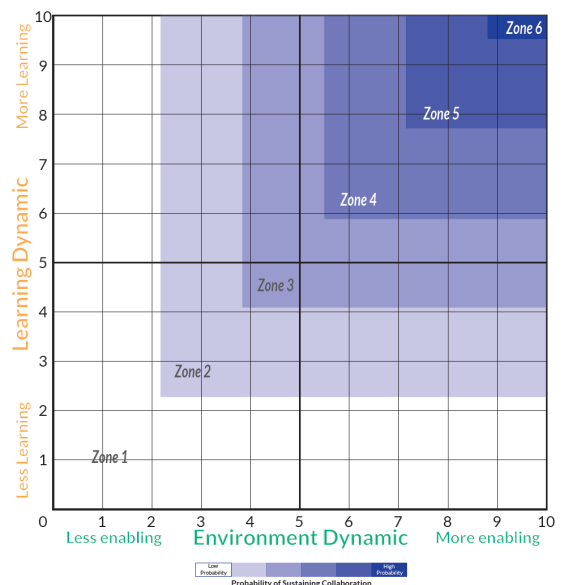
## Characteristics of the 6 Zones

Zone	High level description
1	This organisation probably needs help. It's likely not to know how to collaborate, and almost certainly unable to develop Business Agility.
2	This organisation can probably collaborate, able to show signs of Business Agility when it is prompted or directed how to do so.
3	This organisation uses several strategies to collaborate showing early signs of Business Agility, but it may not be sure when and/or why to use these strategies.
4	This organisation uses several strategies to collaborate and it knows when and why to use them, delivering Business Agility as required.
5	As per Zone 4 plus it is able to teach others how to collaborate, it can act as a role model for others and continually seeks feedback to improve.
6	As per Zone 5 plus it has mastered both the Environment and Learning Dynamics and is probably able to adapt as demanded by the future.

## Readiness to Collaborate Index

Norm data Jan 2019.

STDV are calculated on 417 datasets over 5 years.



# Interpretation Notes for the 6 Zones of Collaboration

These notes are applicable for discussing 'the Monday Morning' question.

## Zone 1: -2 STDV (or more below the average)

This suggests the overall effectiveness of the group and the environment (in which it operates) is likely to be sub-optimised. It is common to see higher levels of churn, stress, potential dysfunctional behaviour and low productivity. Command & control leadership is likely to prevail combined with little psychological safety.

## Zone 2: -2 STDV to -1 STDV (below the average)

This suggest the group performance is adequate but has considerable scope for enhancing collaboration within the group and creating better conditions (or culture) to improve productivity and performance. There may be pockets of strong collaboration and/or agility, but overall people are not working to their full potential and there may well be some wellbeing issues at play.

## Zone 3: -1 STDV to Average

This suggests people are likely to work well together, and the environment is generally supportive. There is scope for further improvement in both areas. People begin to 'feel safe' to explore new ideas and are motivated to experiment, enabling more adaptability and agility in the group and the organisation.

## AVERAGE SCORES FOR LD & ED

## Zone 4: Average to +1 STDV

Performance is likely to be strong and there is a willingness across many groups across the organisation to continually explore and try new approaches to continually enhance collaborative behaviours and support change. Morale and motivation are likely to be good with people enjoying their work.

## Zone 5: +1 STDV to +2 STDV (above the average)

The team is likely to be highly effective and collaborative, the environment is very supportive. There is some scope to further strengthen the collaborative group and provide greater support from the wider organisation, but this is a very desirable, rewarding and sustainable zone for individuals and business agility overall.

## Zone 6: +2 STDV (or more above the average)

The team is likely to be highly effective and collaborative, the environment is fully supportive. People throughout the organisation are highly motivated and able to self-organise into adaptable and innovative groups. Sustaining this position long term would be challenging, but achievable for selected teams or projects.

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