



The Power of Collaboration

Practical ways to significantly improve team collaboration, communication and effectiveness.

86%
OF EMPLOYEES AND
EXECUTIVES
CITE LACK OF
COLLABORATION OR
INEFFECTIVE
COMMUNICATION FOR
WORKPLACE FAILURES.
- SALESFORCE SURVEY

Challenges

An unprecedented year of remote working has had significant impact on communication, trust and effective collaboration.

1

Remote working has significantly reduced how connected individuals feels.

2

Reduced connection has diminished trust, collaboration & creativity of the team.

3

People are tired of the effort to connect and need to be inspired and re-learn those skills.

EXTREMELY CONNECTED TEAMS
SHOWED AN INCREASE IN
PROFITABILITY OF **21%**
- GALLUP SURVEY

Solution

As teams look to manage whatever 'new normal' looks like we need to....

1

Make a safe space for people to be open and vulnerable with each other - leading to enhancing trust.

2

Help them grow in self-awareness, which in turn helps them make adjustments, leading to improved collaboration.

3

Engage in training and re-training staff on practical tools to enhance collaboration and connections.

Proposed Modules #1&2

There are four multi-topic modules proposed for this 'Power of Collaboration' journey....

1

Connect Deeply

- Learn to recognise your strengths & communication strategies.
- Learn the key preferences of your team and others, and how to connect better with them.
- The 'Insights Discovery' colour energies personality profile, provides powerful self-and other-awareness, which is essential to collaborating effectively.



2

Collaborate Trustfully

Effective collaboration is founded on trust.

- The 4 C's of Trust
- Developing a Collaboration Charter
- Minimising & Handling Conflict
- Collaboration across cultures
- The 'So What?!' Ownership Mindset
- The 4-H method of building trust

Proposed Modules #3&4

3

Communicate Confidently

Great communication is key for effective collaboration:

- Clear updates & presentations (the 6 P's of public speaking)
- Make meetings efficient and meaningful
- Cross-cultural communications
- Writing confident and clear emails



4

Cope Effectively

Reducing & minimising stress helps collaboration:

- Managing time
- Improving productivity
- Developing healthy habits & routines
- Developing a Growth Mindset
- Mindfulness in the workplace
- Reducing & Handling stress

Outcomes

At the end of Modules 1 & 2 the team will have.....



- A deep understanding of how they like to work and connect, and how to adapt and connect better with different personalities.
- Created a collaboration charter, detailing agreed behaviours that will enhance collaboration.
- Used the 4 C's of building trust and taken responsibility to develop those as individuals and a team.
- Understood the key causes of conflict, and how to reduce and handle conflict effectively.
- Experienced a safe way to develop deeper levels of vulnerability trust within the team.
- Practiced a simple framework to help them develop & keep an Ownership Mindset.
- A deeper understanding of how to connect and collaborate with cultures they regularly interact with.

Outcomes

At the end of Modules 3 & 4 the team will have.....



- Practiced the 6P's of public speaking, especially within the context of presentations.
- Learnt how to set, run, and contribute to effective meetings, ensuring all voices are heard.
- Learnt how to adjust how they communicate with cultures they regularly interact with.
- Learnt practical ways to show confidence in their written communication.
- A range of practical tools that will help improve their productivity and focus.
- Understood what a Growth Mindset is, why it is so important & how to develop it.
- Identified the key causes of stress for them and learnt how to reduce and manage stress for themselves.

Impact

The longer-term impact of this learning journey will be.....



- Strengthening a culture of diversity and inclusion.
- A stronger culture of trust across different departments, which will improve efficiencies.
- A reduction in conflict or time spent handling conflict, within, and across cultures.
- An culture of proactivity & overcoming challenges through a strong 'Ownership Mindset'.
- Efficient and effective meetings, saving significant % of time, improving productivity.
- Greater personal resilience from stress - improving collaboration and productivity.
- A culture of self-learning and growth mindset, leading to innovation.

Methodology

Ideally the Insights Discovery module is done in person, although it can be run virtually as well as 2 x 4 hour sessions.

The remaining modules can be done virtually and each will be covered in 2 x 2 hour sessions. We recommend a session a week so that there is an opportunity for assimilation and implementation of the learning; each week building on the previous week.

Measure Change

In order to encourage and capture the changes the team are making, I suggest a 'Learning in Action' Questionnaire and Huddle to take place after the 4 modules have been delivered. These how people have implemented the learning through changed behaviour, and the positive results that is bringing. The Huddle provides an opportunity for peer-learning and continued discussion for further improvements.



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