



APPLICATION GUIDE – FEBRUARY 2018

Culture of Collaboration – Part 2

BOTTOM LINE:

It is important to blend the ideas of collaboration and cooperation into the fabric of an organization.

KEY TAKEAWAYS:

- Collaboration is essential to progress. An organization will never hit on all cylinders if there is not an organization-wide commitment to collaboration.
- The central question that leads to collaboration is, “What can I do to help?” Look for ways to lend your time, resources, and expertise to the colleagues that need it.

Six practices for creating a culture of collaboration and cooperation:

1. **Do for one what you wish you could do for everyone.** This type of symbolic leadership is very powerful. It’s important for leaders to look for opportunities to model it to the organization. When this happens, everything gets better—especially relationships. Don’t try to be fair. Be engaged.
2. **Systematize top-down service.** Determine how you can leverage your influence or skill set to help others. Leaders should be intentional about finding ways to work this idea into the rhythms and systems of the organization.
3. **Create and maintain a sustainable organizational pace.** Without margin, there is no room to serve and collaborate with others; this erodes productivity.
4. **Celebrate and reward it when you see it.** What’s rewarded is repeated. When you see people collaborating effectively, reward and celebrate it. It is the leader’s job to connect the dots.
5. **Confront your ego.** What’s more important: building a great organization or creating a name for yourself? To whatever extent you give your time and energy to building a name for yourself, you are making a withdrawal of collaboration and cooperation from the organization.
6. **Drop the term “loyalty” from your organization’s vocabulary.** If you are loyal will be loyal as well.

QUESTIONS FOR REFLECTION OR TEAM DISCUSSION:

1. What is something you could do today for one that you wish you could do for everyone? What would happen in your organization if more people began approaching situations with this mindset?
2. Where in the organization is there a need for margin? Where in your personal life is there a need for margin? Are you maintaining a sustainable pace? What are some steps you can take toward creating the needed margin?
3. If you are honest with yourself, do you have an ego that needs to be confronted? If so, look to those around you and ask them, “What can I do to help?”