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*Bringing effective insight
to your organization SM*


Open Line

Guest,

Welcome to:

Increase Your Bottom Line Through Collaborative Team Work - Tips and Best Practices

Presented by
Lighthouse Consulting Services, LLC

To print program slides, click here: 



Featured Guest:

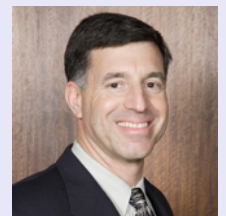
Tom Drucker
Consultant In Corporate Innovation

Phone: 310-306-2066
Email: tom@corporateinnovation.com
Website: www.corporateinnovation.com

Host:

Dana Borowka, MA
CEO, Lighthouse Consulting Services, LLC
Author of [Cracking The Personality Code](#)

Phone: (310) 453-6556, ext. 403
Email: dana@lighthouseconsulting.com
Book: www.crackingthepersonalitycode.com



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3130 Wilshire Blvd. Suite 550
Santa Monica, CA 90403
T 310.453.6556
F 310.828.6987

reception@lighthouseconsulting.com

- In-depth Workstyle & Personality Assessments
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Competition and Collaboration...

- ... are not opposites. Rather, these two powerful forces complement one another.
- Successful leaders pair collaboration inside the company with competition on the outside of the company.

People who unite to vigorously compete in the marketplace can become highly energized about collaboration within the company.

- Eliminate functional silos



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There are Many Different Types of Collaborative Activities

- Ordinary, routine work continuously improved as people work together
- People inside the company convened for a special project to produce a meaningful business result
- Company employees working with customers or supply chain partners to improve quality service levels, margins, etc.

What are you collaborating on currently or have planned?



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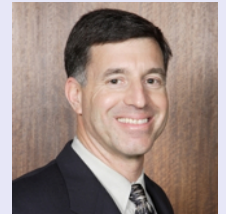
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Collaborate for a Purpose

- Have a compelling, unifying goal
 - This goal enables people to commit to results greater than their own individual goals
- A unifying goal has 4 criteria:
 - Establishes a common fate
 - Is simple, concrete and measurable
 - Is meaningful and stirs passion
 - Places customers first

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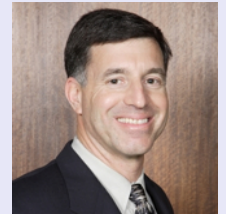
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Personal Barriers To Collaboration

- Big egos block learning from others
 - Defensiveness limits listening
 - Arrogance blocks self-awareness
- A fear of failure or “looking bad” limits risk-taking with others
 - Attention on image rather than for producing an important business result
- Lacking skills to participate in or facilitate group conversations



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Tips on Starting A Project

- A leader (or project sponsor) should individually enroll participants on the value of their effort to the company and their professional development
 - Tie to their objectives and incentives
- Launch activity with the group together
 - To establish expectations of tangible outcomes, time requirements and deadlines
 - Forecast the process the group will use to get their work done individually and as a group

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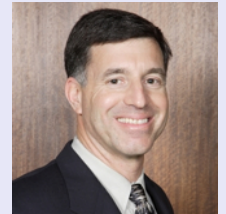
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Time together is expensive – use it well

- Make each meeting a “can’t miss” event
- Good group work requires planning thoughtful execution and follow up
- Individuals can work autonomously then share and study the work of others before meeting as a group
- Each agenda item should involve people beyond being an audience – listening to what they could read

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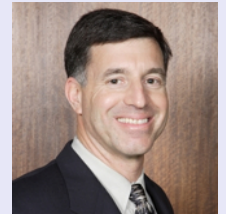
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One Valuable Use of Group Time is to Improve a Process

- Collaborating on a basic problem solving process
 - Observation
 - Measurement
 - Improvement

Each cycle of this process should be based on analysis of observed facts and experience



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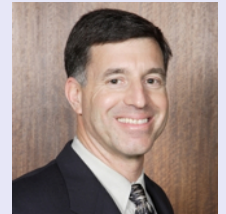
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Collaborative Cautions

- Ensure collaborative work does not become an excuse for failing to deliver on individual or team results
- Do not fail to establish agreed upon metrics and methods of measurement
 - Publish results and analyze trends no matter what
- Ensure collaborative work becomes part of the formal performance appraisal and/or bonus process

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Don't Confuse the Menu for the Meal

- Good collaboration can amplify strengths
- Do not fail to establish agreed upon metrics and methods of measurement
- Poor collaboration is worse than no collaboration at all

The goal of collaboration is not collaboration but better results



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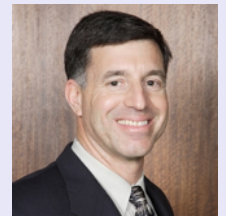
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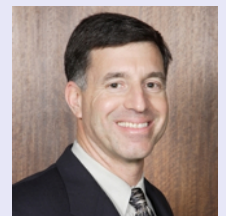
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