

leading

**change**

through

**collaboration**



● **collaboration**  
model

● **collaboration**  
**process**

leading

● **collaboration**



➡ what  
do you  
your

want from  
leaders  
?





**group** and  
prioritize

‘Old school’

manages

change

knows the answers

bureaucratic

**leader** decides

authoritarian



'New school'

embraces

change

fosters **n**ew ideas

collaborates

gives ownership

influential



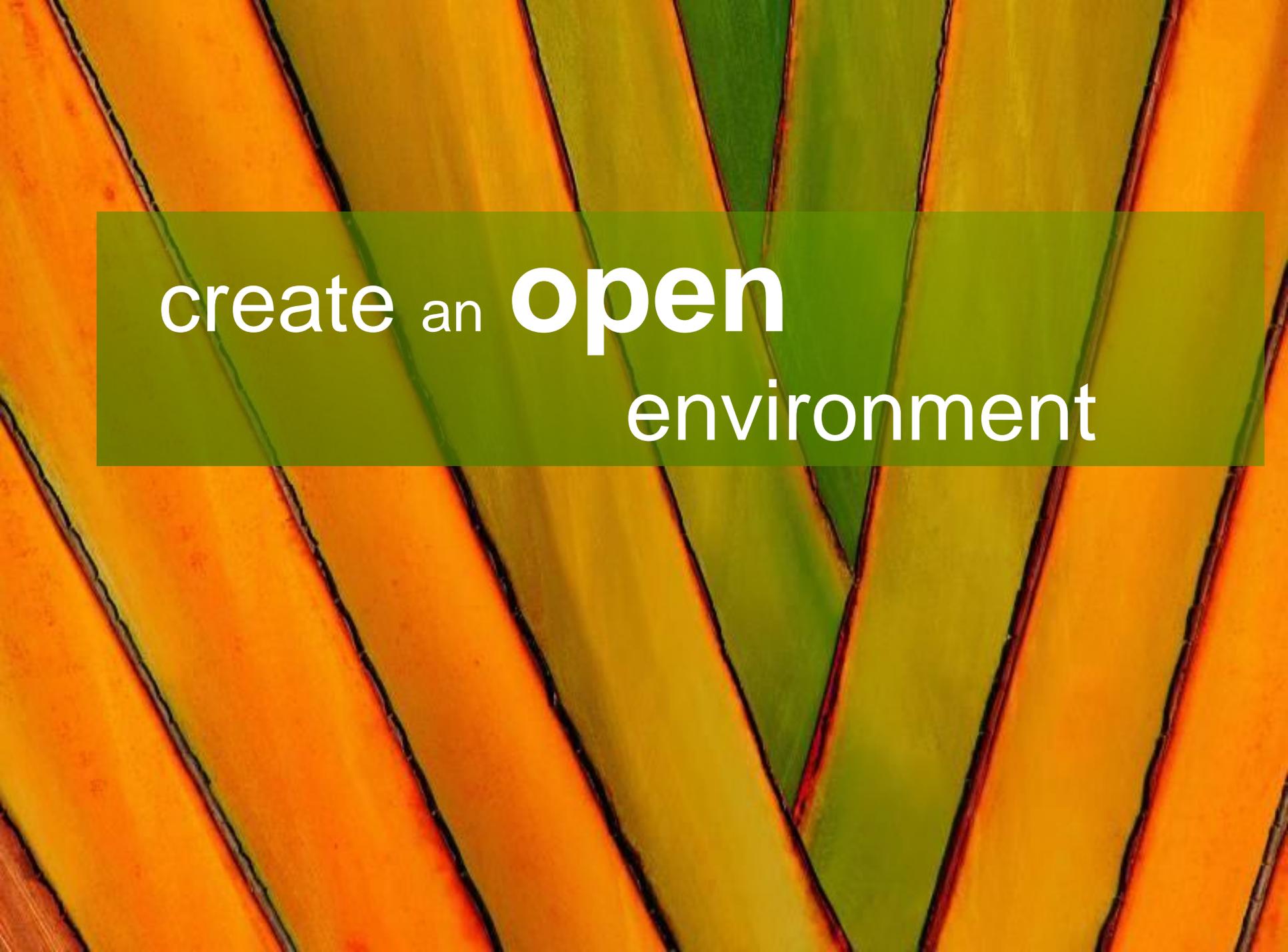
the **answers** are in  
**your** organization





**None of us are as smart as all of us.**

- Japanese Proverb

A close-up photograph of a plant stem, likely a banana, showing distinct layers of orange and green tissue. The layers are separated by dark, fibrous lines, creating a V-shaped pattern. The colors are vibrant and saturated.

create an **open**  
environment



fosters creativity and innovation,  
team commitment and ownership

encourages ideas





fosters creativity and innovation,  
team commitment and ownership

encourages ideas



what **makes** it open?



**open**

 **environment**

 **right**  
**people**



bring the right people together  
from the **entire** enterprise



**customers**  
**marketing**  
**sales**  
**finance**  
**technology**  
**manufacturing**  
**stakeholders**

**open**

 **environment**

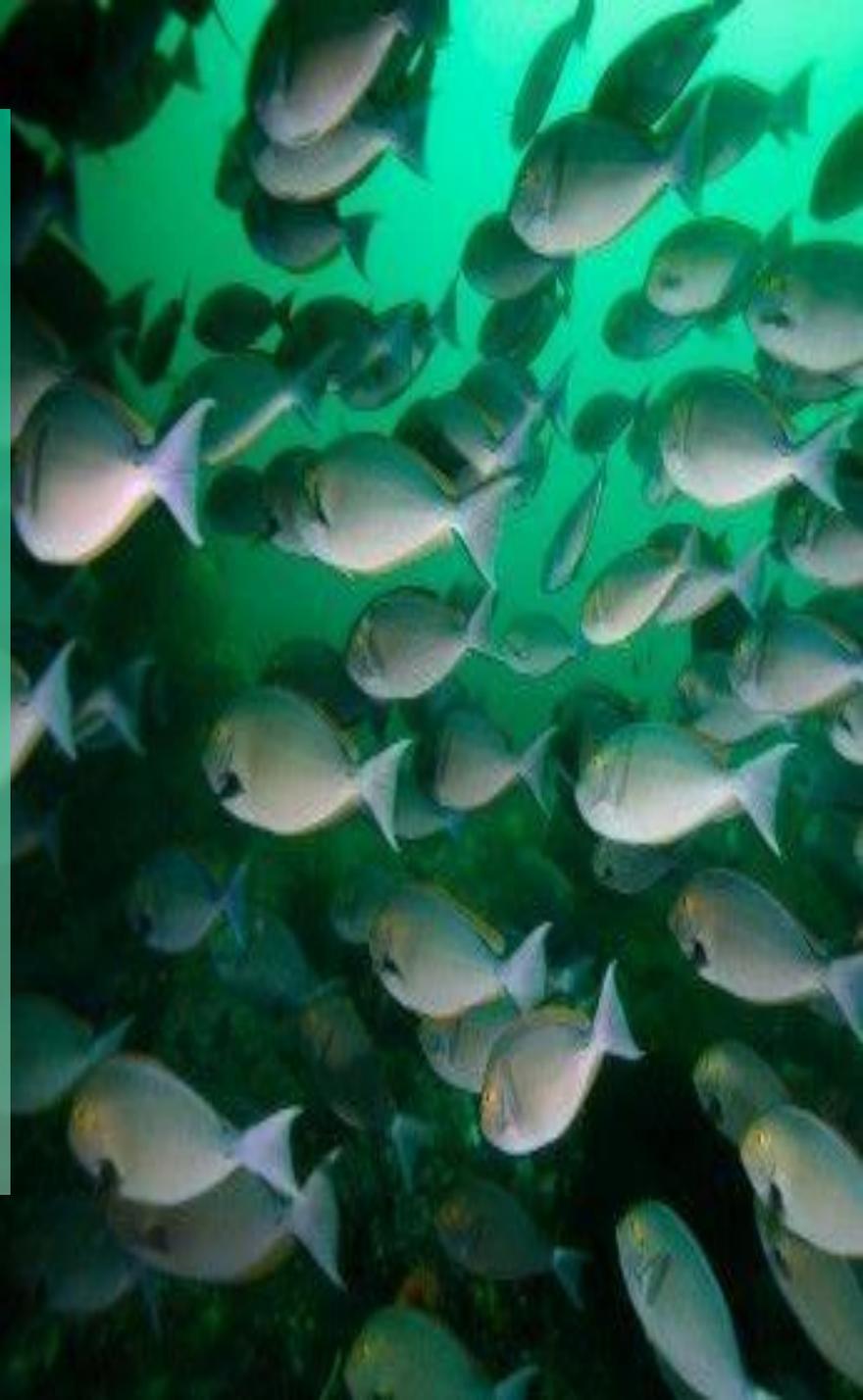
 **right  
people**

**foster**

 **innovation**



stimulate  
creativity  
through  
collaboration  
process



**open**

 **environment**

 **right  
people**

**foster**

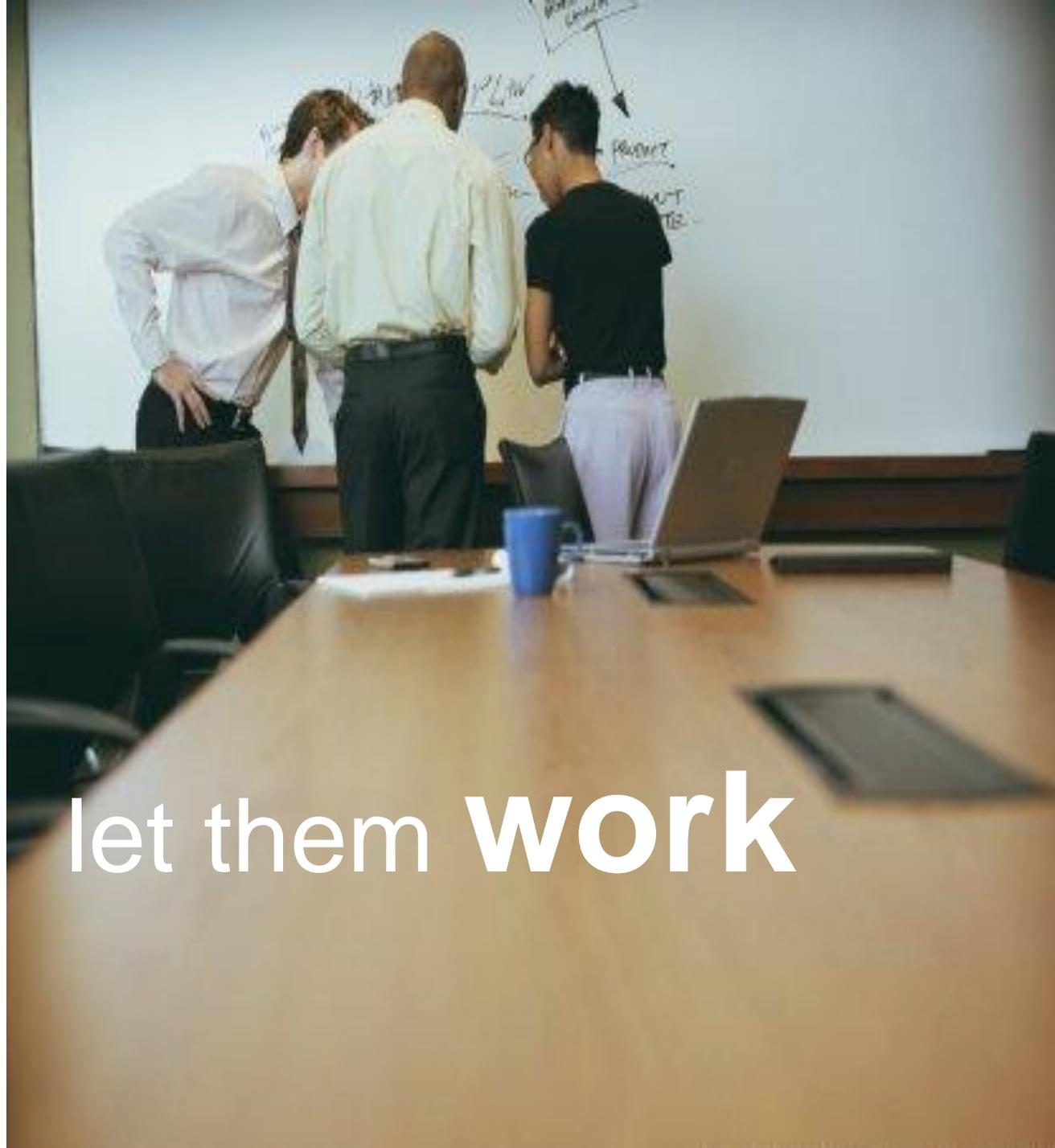
 **innovation**

**step**

 **back**



and let them **work**



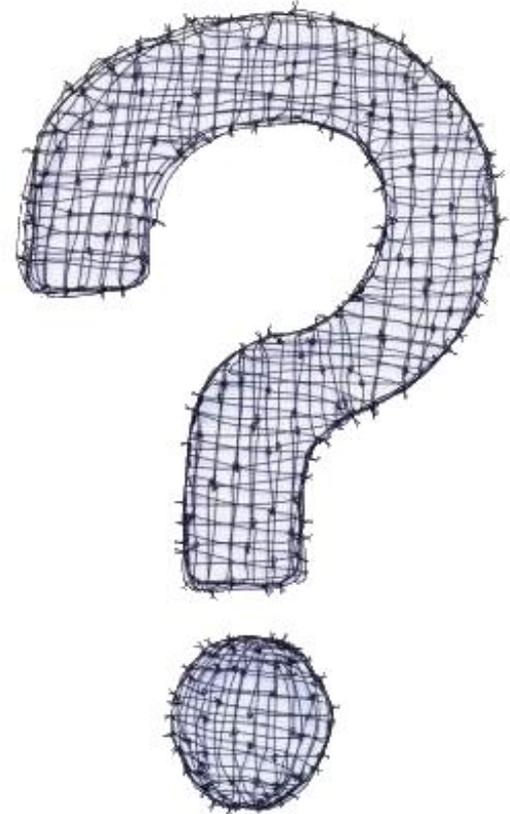
**open**

 **environment**

 **right  
people**

**foster**  
 **innovation**

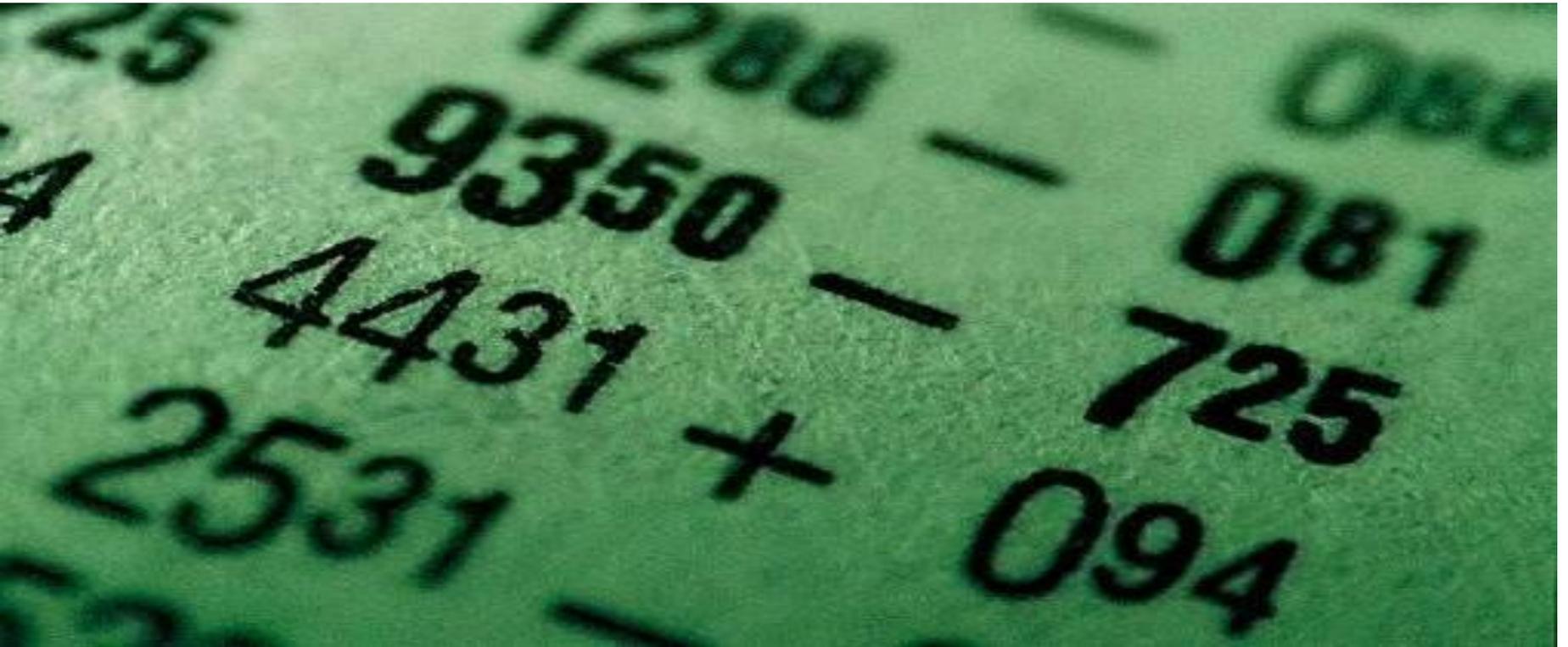
**step**  
 **back**



A photograph of cattails in a pond at sunset. The background is a warm, golden-orange glow from the setting sun, reflecting on the water. The cattails are in the foreground, with their long, thin leaves and dark, cylindrical seed heads. The text "collaboration process" is overlaid in white on a semi-transparent dark band across the middle of the image.

# collaboration process

**agree** to goals and  
**objectives**



**brainstorm**



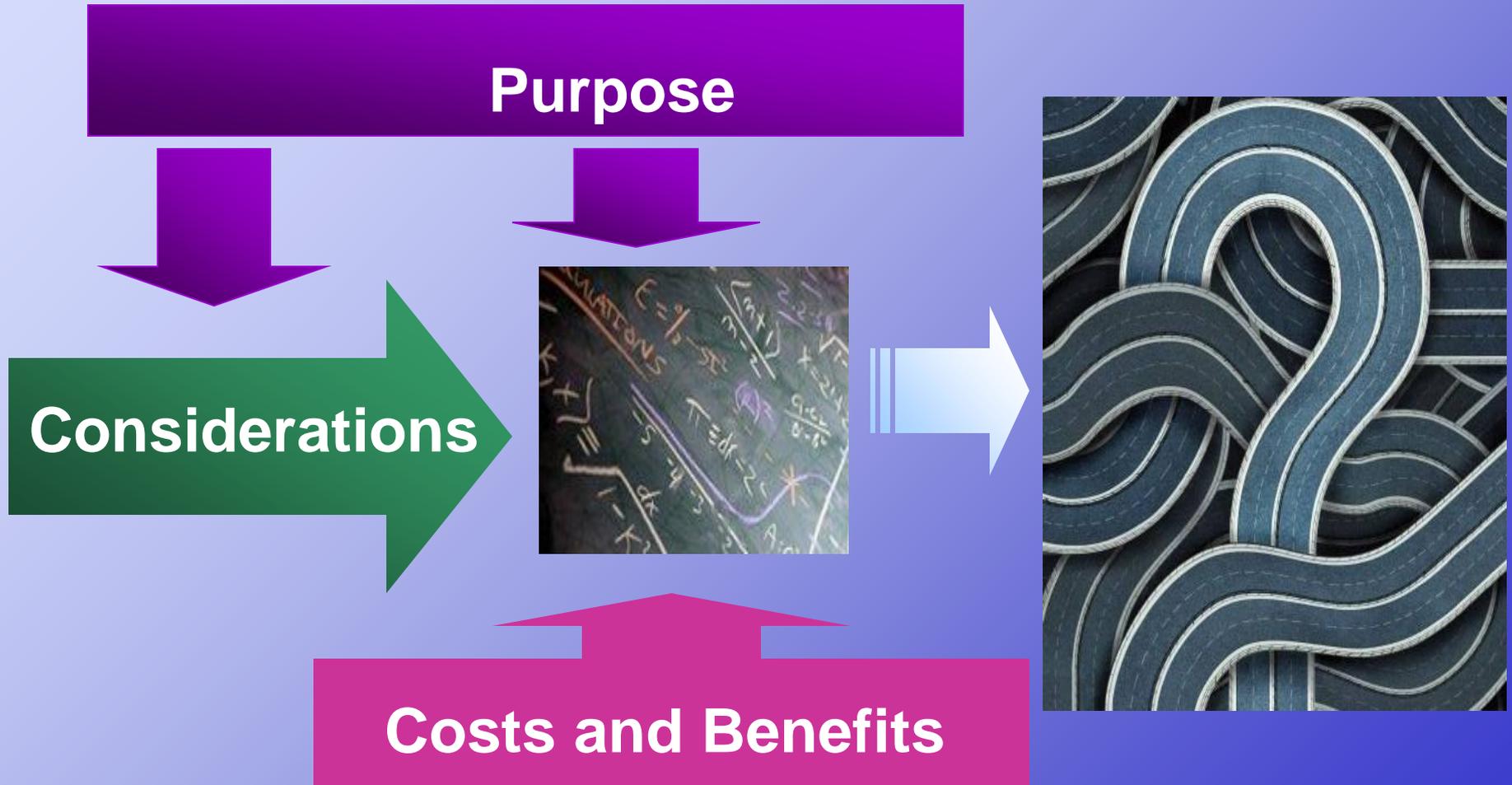
**group**  
in  
**silence**





prioritize  
based on  
**business  
value**

# Business Value Model





individuals  
**volunteer**  
for  
what

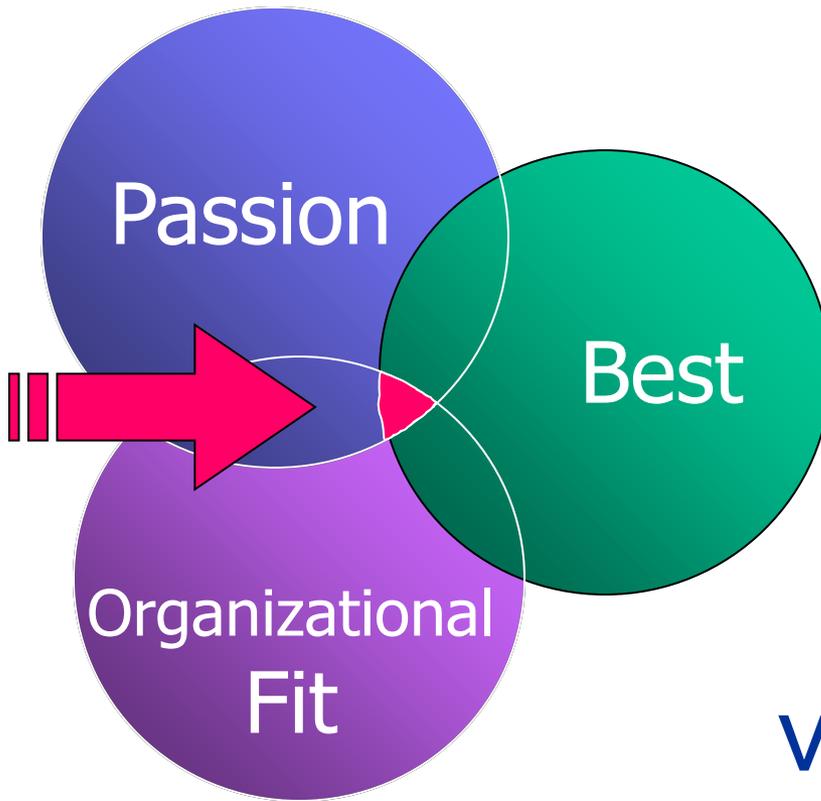
and by **when**

leading collaboration



the **Right People**





values

# Attract and retain:

first on the basis of integrity

second, motivation

third, capacity

fourth, understanding

fifth, knowledge

last and least, experience.



**authenticity**

attitude

**intelligence**

talent

**trust First !**



Suspicion is a permanent condition.

- *Marcus Buckingham*

decisions by **teams**....

where ever possible



step **aside**, let **them** work



leadership **role**



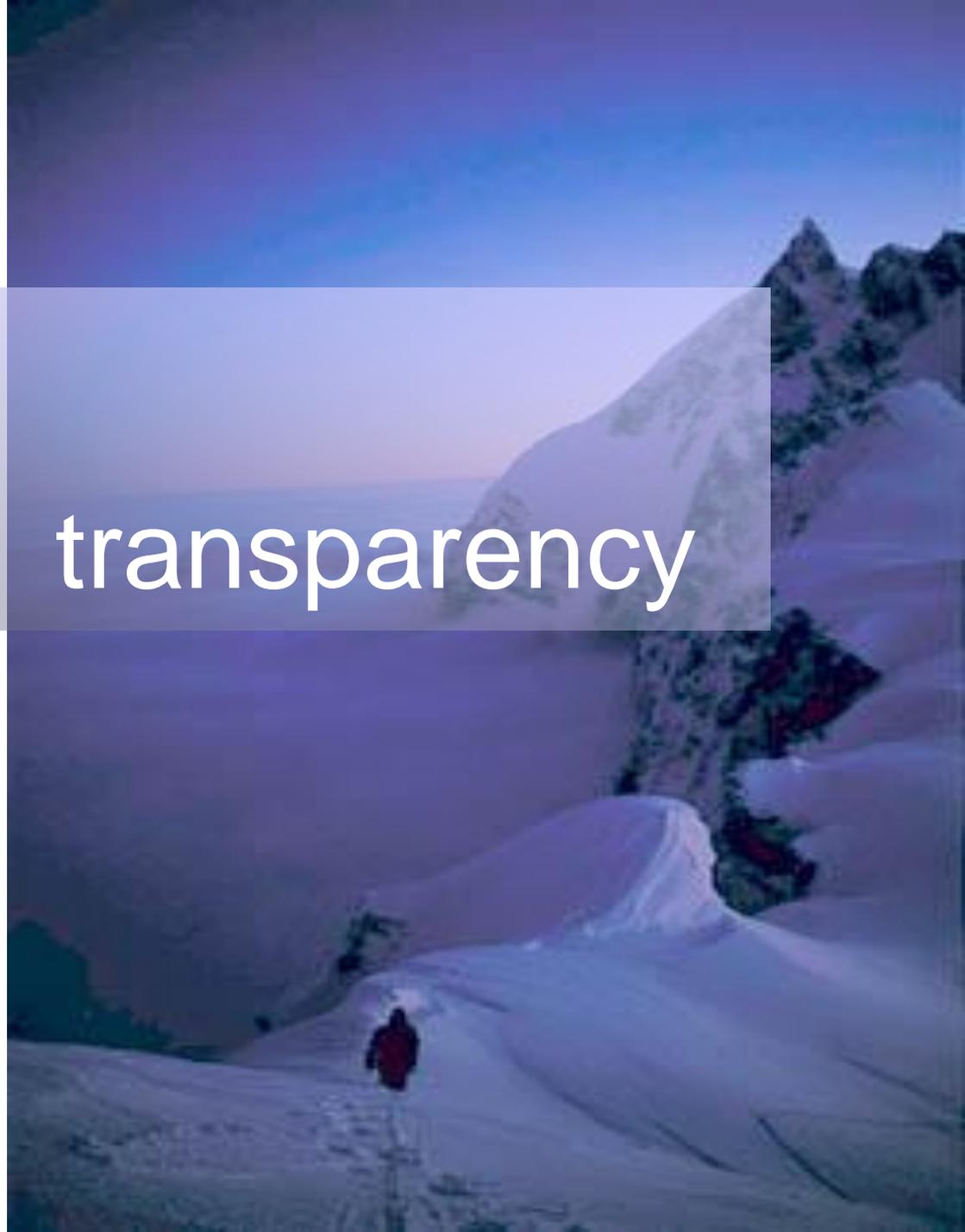
keep the **purpose** alive



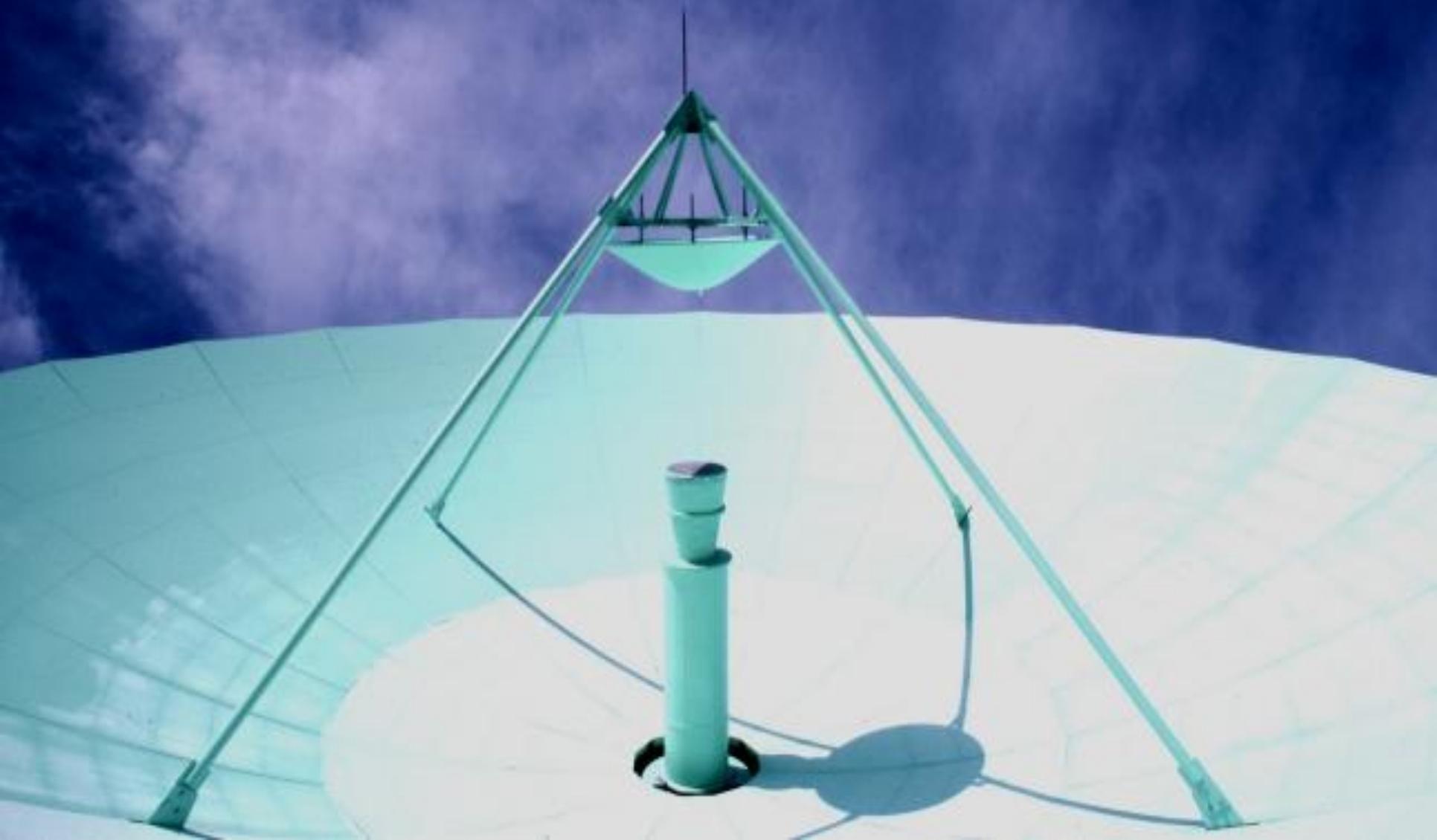
operate with

**total**

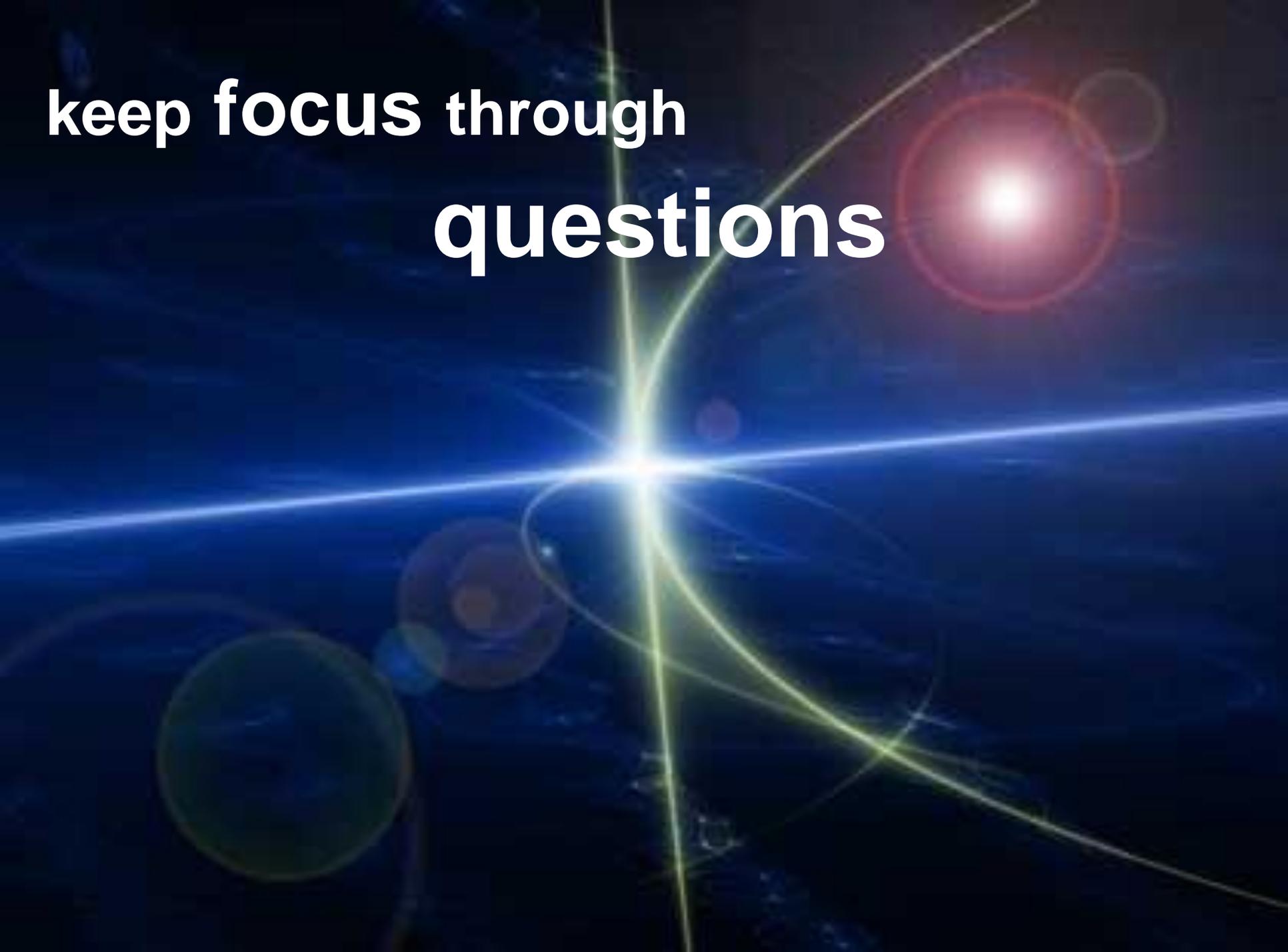
transparency



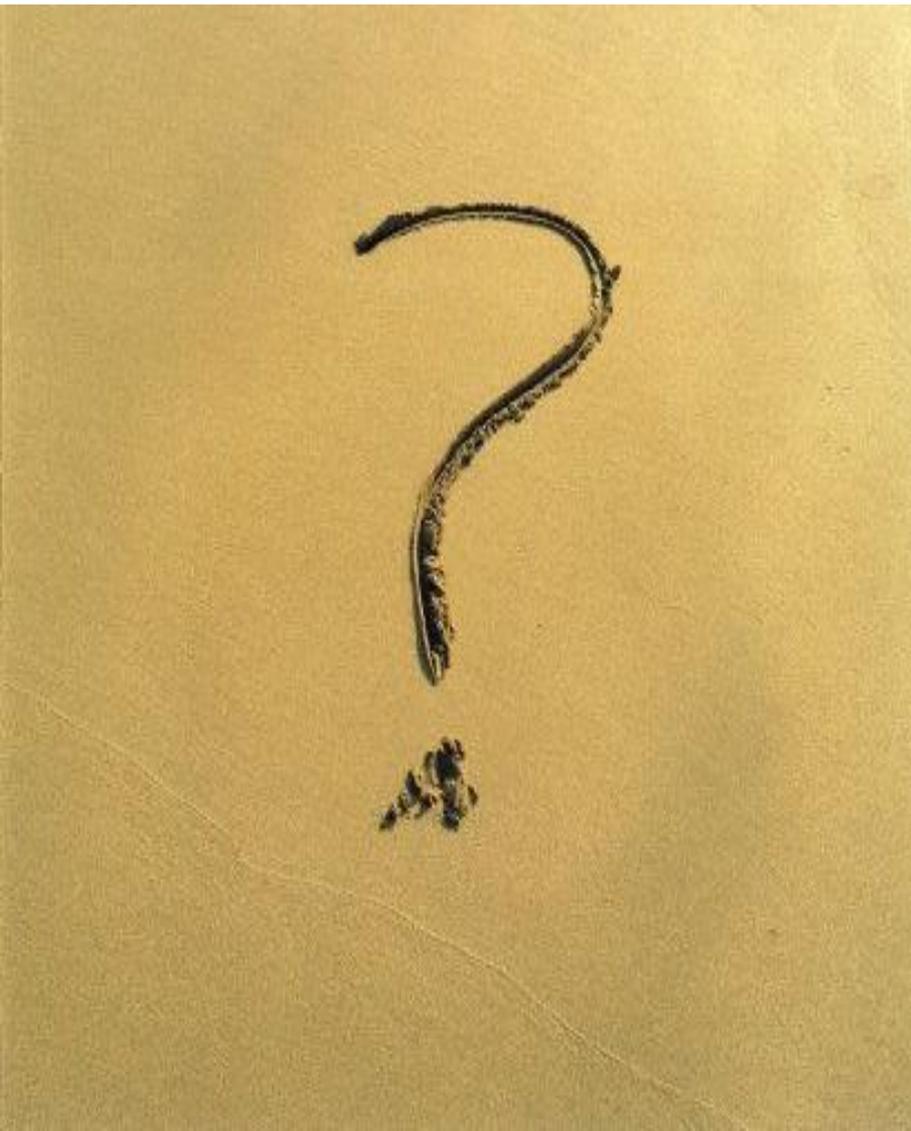
over communicate!



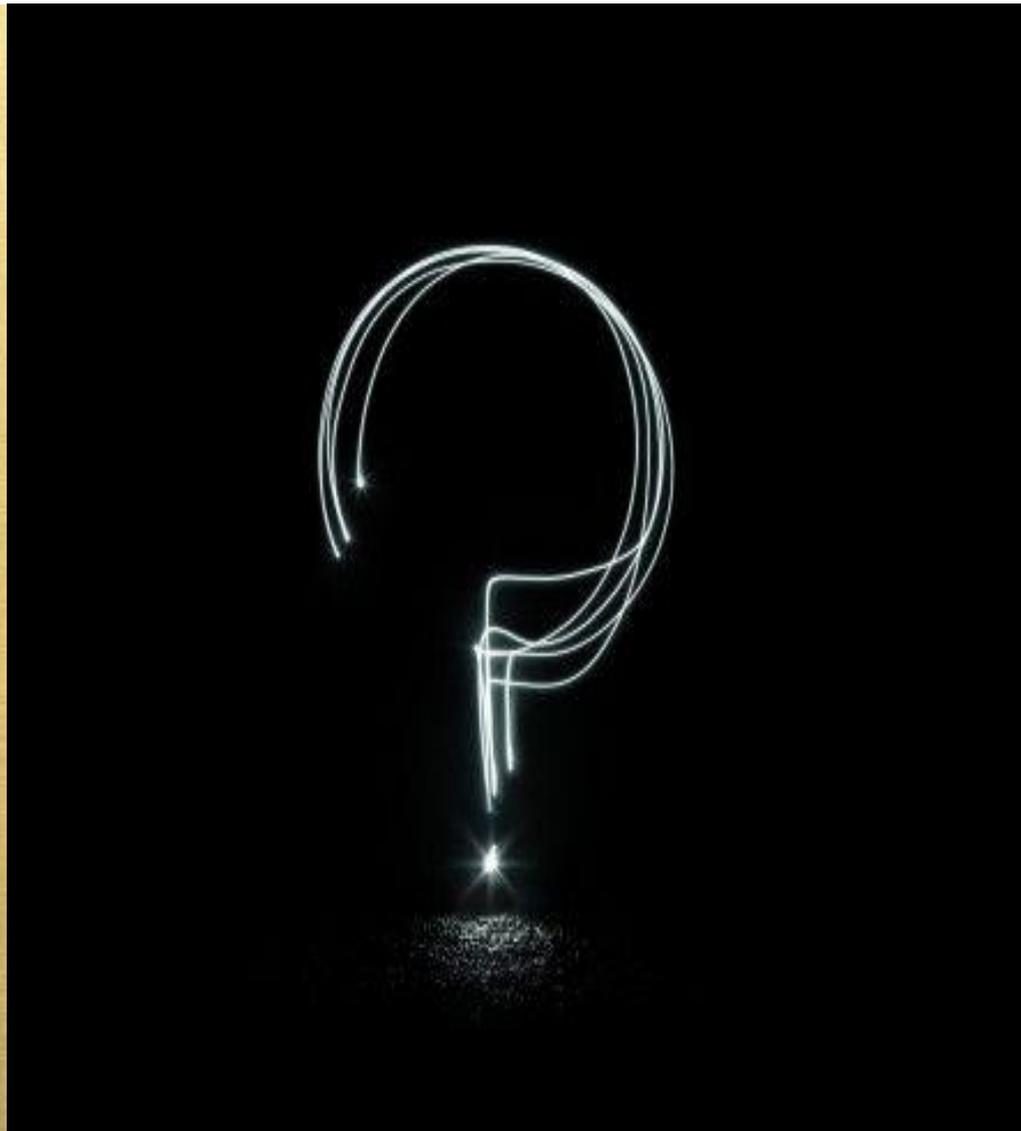
**keep focus through  
questions**

The background is a dark blue space-like field. A bright green light source is positioned near the center, creating a vertical beam of light that branches out into several curved, glowing green lines. A horizontal blue light streak passes through the center, intersecting the green beam. In the upper right quadrant, there is a large, bright red lens flare with a white core and a red glow. In the lower left quadrant, there are several smaller, overlapping lens flares in shades of green and blue.

step UP ?



step back ?



step up

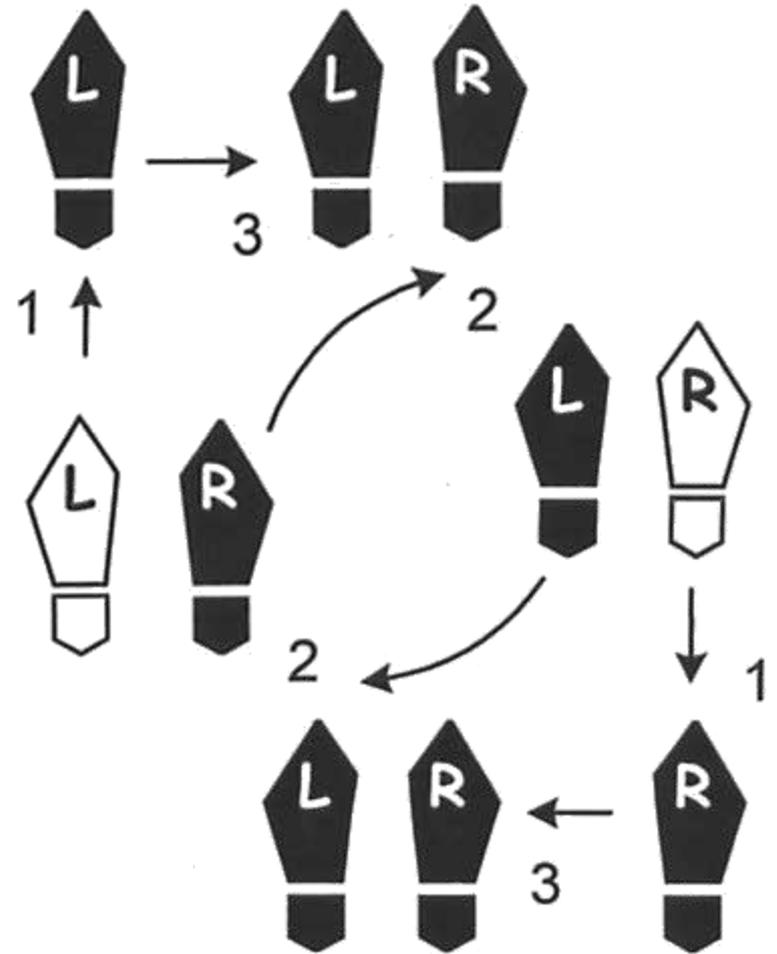
collaboratively

---

step back and

keep

focus



“Organizations change in the direction in which they inquire.”

**Listen.**



fix

processes

not

people



no  
such thing  
as

‘Constructive  
Criticism’



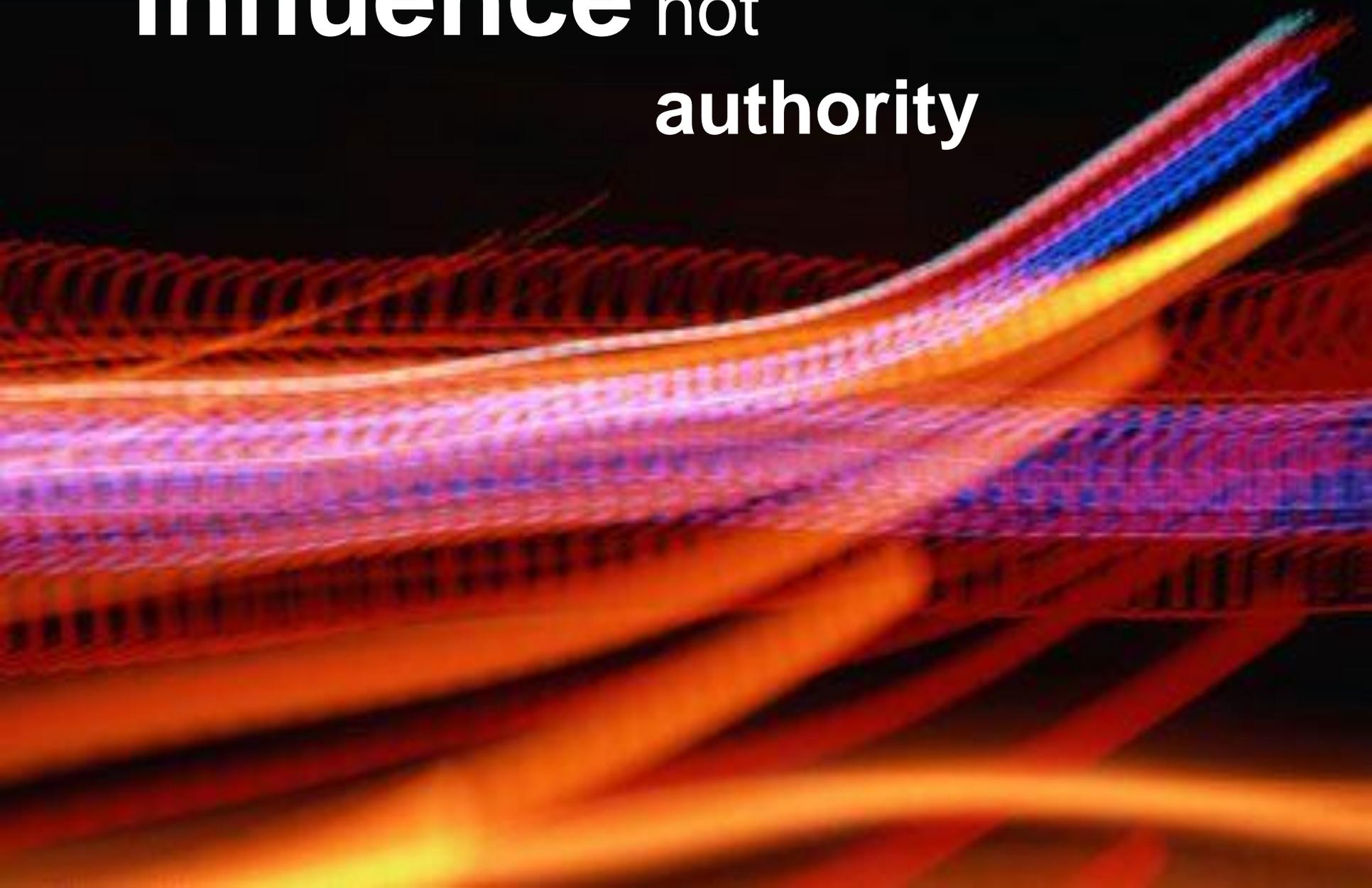
feedback that honors the relationship

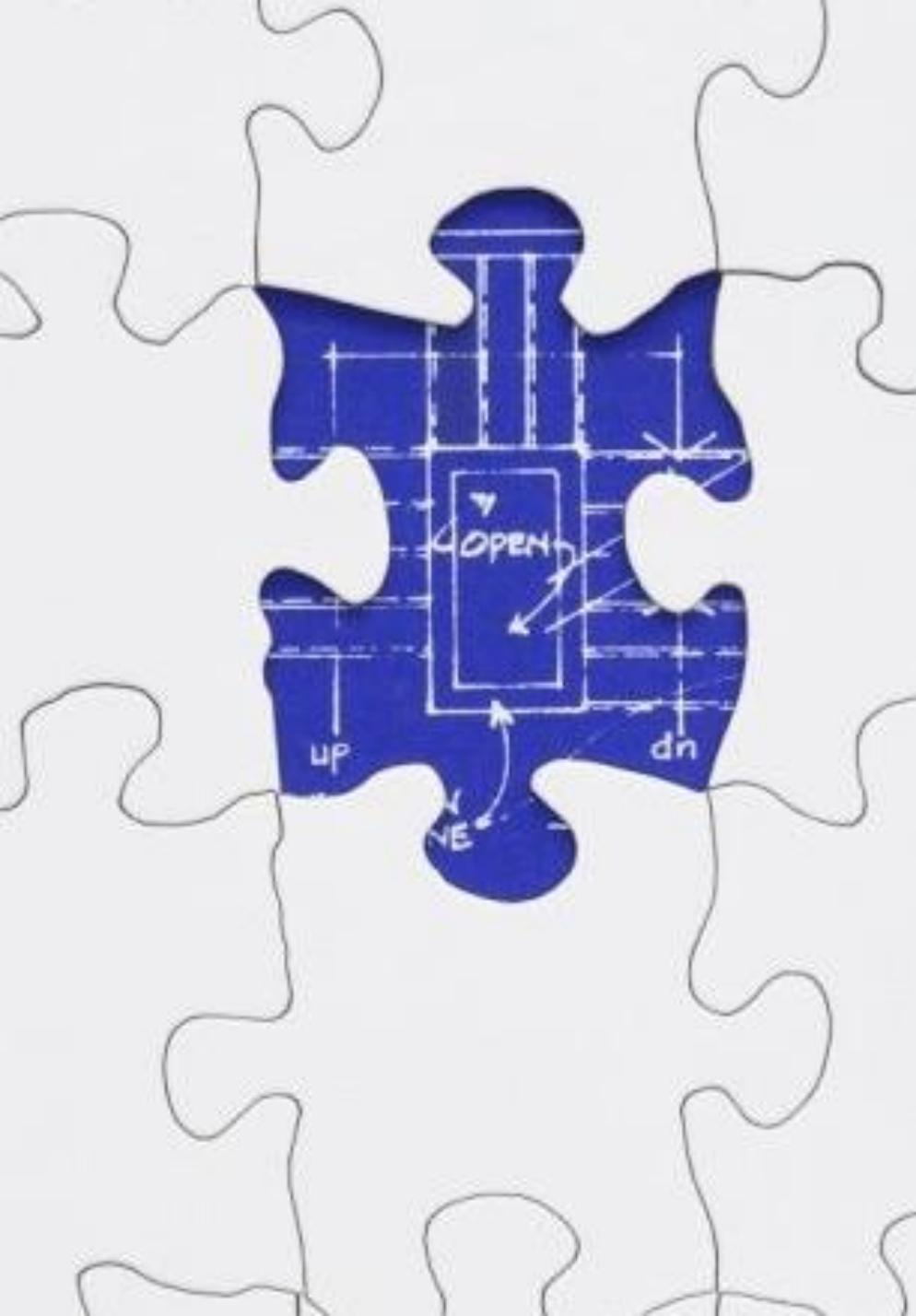


A photograph of a path on a beach. The path is a narrow, light-colored strip of sand or wet sand, winding through the scene. It is surrounded by various rocks of different sizes and colors, including large grey and blue stones, and smaller blue and white pebbles. Scattered around the path are several autumn leaves in shades of orange, red, and yellow, along with some dried pine needles. The overall scene is a natural, outdoor setting.

**remove  
obstacles**

**influence** not  
**authority**





expect

**SUCCESS**

**accept**

mistakes

fail **early**...

**fail** fast



...more doing equals more mistakes,  
more understanding and more  
innovation. Fail faster!

- *Jason Calacanis*

fall

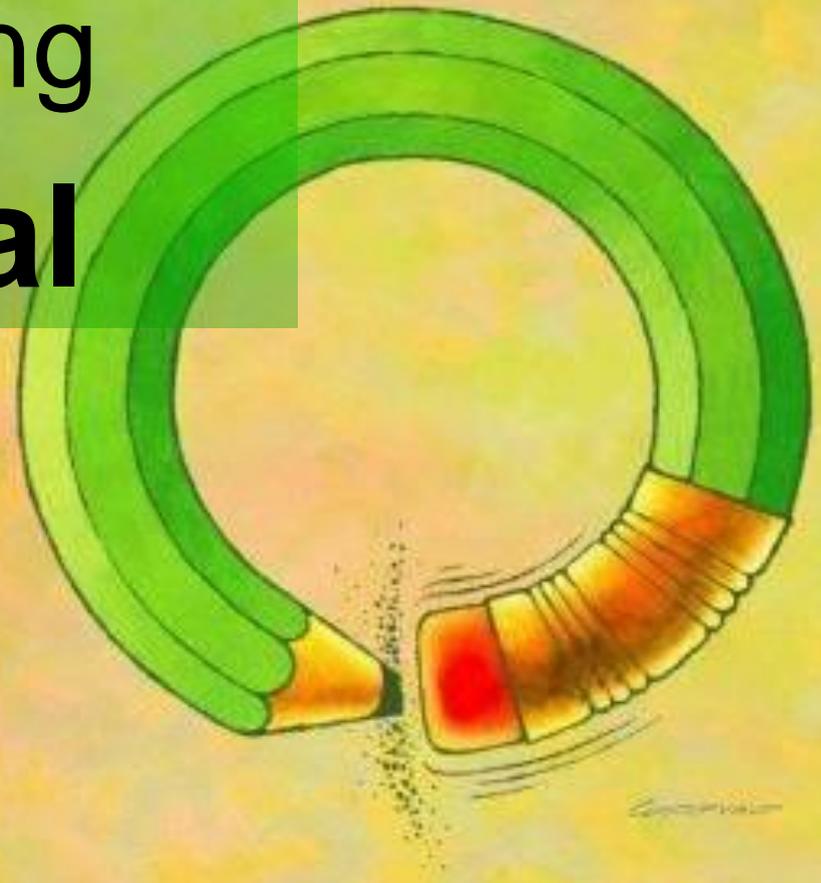
forward



remove all  
blame



take the **'fun'**  
out of being  
**dysfunctional**



final words

autocracy dampens people's  
creativity and motivation

- Ricardo Semler,  
*The Seven-Day Weekend*

**give up** command  
and control

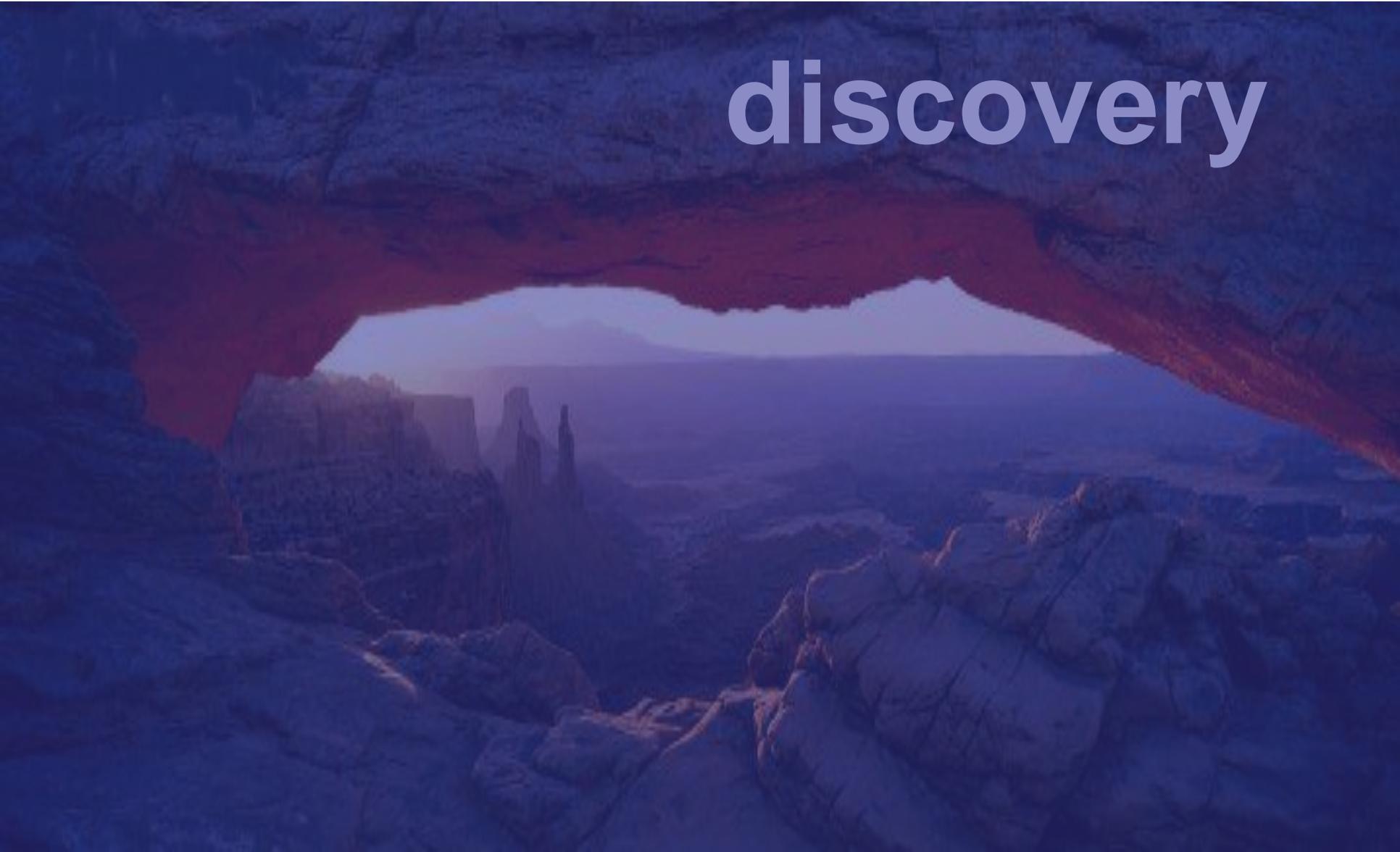


free team to question, analyze  
and investigate



the opposite of **control** is

discovery





a place where

people want to be



people  
have  
what they need  
to  
succeed

People don't resist change;  
they resist being changed.

- Peter Scholtes



summary

● **collaboration**  
model

● **collaboration**  
**process**

leading

● **collaboration**



**open**

 **environment**

 **right people**

**foster**

 **innovation**

**step**

 **aside**



agree to the **goal**

● **brainstorm**

● **group**

● **prioritize**

people **volunteer**

and by **when**



right people ●

● trust first!

let people tell

● you

stand **back** ●

