Catalyst Collaborator - The Power of Collaboration

Exploring the mind-sets, skills and techniques required for effective collaboration within and across teams to optimize knowledge sharing, collaborative problem solving and decision making and accelerate innovation for real business results

OVERVIEW
Why you need this

Increasingly, the success of organisations is tied to the ability of work and project teams to deliver greater quantity and quality of products or services to the market faster than the competition and with enhanced customer service strategies. Businesses models are moving from closed hierarchies to open, networked formats requiring the ability to work in and collaborate with multi-functional, multi-level teams in order to achieve results.

Latest Research from Corporate Executive Board highlights 3 key capabilities for the New High Performer to cope with change and achieve breakthrough results: The ability to adapt to change, to work collaboratively and to apply effective judgement in decision making.

In this age of overwhelming information sources, more heads are better than one. Leaders and project team members need to understand the dynamics of collaboration and teamwork and build the necessary skills and techniques to optimise collaboration for faster, better results.

TARGET AUDIENCE
Who needs to attend

This workshop is relevant to all natural and cross-functional teams and project teams that wish to enhance their performance and effectiveness through collaboration. The workshop examples are adjusted to different levels of leaders and we suggest that participants of a similar level attend together.

OUTCOMES
What you will get

- Understand the global context and need for collaboration - Success stories, pit-falls and lessons learnt from collaboration
- Understand the competencies of a high performer in the new insight-driven world of work
- Understand my personal collaboration profile – competitor, independent, team-player, collaborator
- Explore the dynamics of achieving results within and across teams - Success factors framework
- Learn how to assess extent of collaboration required – purpose, knowledge, expertise, timeframe, risk, extent of change, etc
- Learn how to build the collaboration environment – multiple teams, leadership, purpose, charter, communication, meetings, measures, commitment, accountabilities, technology, culture
- Explore tools and processes to build effective teams in a collaboration context – understanding personality, team roles, strengths and learning styles
- Investigate the advantages of collaborating with external networks i.e. experts, customers, suppliers
- Zoom in on specific tools and processes for collaboration in problem solving, decision-making and innovation
- Understand what you need to do to maintain momentum and managing the change dynamics throughout collaboration

We are CATALYSTS in creating high performance, high engagement organisations through developing leaders, building capacity and leveraging talent

Catalyst

OUTLINE

What you will learn

Module 01
Collaboration Competencies & profiles

The global context and need for collaboration
- Changing world, from data to insight, success stories, pit-falls and lessons learnt

Competencies of a high performer in the new insight-driven world of work
- Best practice research, competency profile

Understand my personal collaboration profile
- E.g. competitor, independent, team-player, collaborator

Module 02
Building a collaborative environment

Team dynamics within and across teams
- Success factors framework and tools

Assess extent of collaboration required
- purpose, knowledge, expertise, timeframe, risk, extent of change, etc.

Building the collaboration environment
- multiple teams, leadership, purpose, charter, communication, meetings, measures, commitment, accountabilities, technology, culture

Module 03
Building collaborative teams and networks

Tools and processes to build effective teams in a collaboration context
- personality, team roles, strengths and learning styles, team profile

Advantages and challenges of collaborating with external networks
- i.e. experts, customers, suppliers

Module 04
Tools and processes for collaboration

Tools and processes for specific purposes
- problem solving
- decision-making
- innovation

Maintaining momentum and managing the change dynamics
- Communication, roles, feedback, AAR, follow-up, recognition, alignment

APPROACH

How you will learn

Our workshops are customised to suit the specific needs of our clients. Our workshops are practical, relevant and highly interactive. We focus on sustainable change in mindset, skills and behaviours. There is a good blend of information sharing with personal reflection, assessments, practice sessions, case studies and identification of application opportunities back at work. Group learning and discussions are encouraged with feedback and coaching from the facilitators. Workbooks are provided with tools and activities for on-going learning.

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