

Subject: Week 92 - Learnings
Date: 08.10.2019 06:23:45 (+0000)

Dear All

[REDACTED] sitting through the discussions made me realize the effort we put into getting collaboration in an organization. So, my weekly learning note is about collaboration this week.

1. Collaboration is simply working with others to delivered an agreed outcome/result. I feel most people do know what the end result should be but somehow, something stops them from doing everything for that objective.
2. In many cases, I find people in a ' I am fine' the problem is someone else mentality and this hurts their ability to collaborate.
3. When people are not getting results, they tend to say that they are doing everything and very rarely do they reach out to others for support or help. Equally any suggestion made by anyone appears to be condescending and hence people don't reach out.
4. Our world is full of collaboration tools right now and 80 % of a manager's job is dependent on someone else doing their part. Think of PowerPoint, e mail, what's app, etc. etc.
5. The early collaboration vehicles were put in place in the 1960s in the construction, project and defense industries. The GASNTT chart is a good example of what and when a team could expect someone to complete a task and handover a task.
6. In many companies people use various methods to build collaboration and keep everyone informed RICE – recommend, inform, consult, execute,,, DICE – decide, inform, consult, execute. These steps have been built in to ensure that there is sufficient communication all around.
7. The three skills needed to collaborate are : Being able to communicate continuously, being able to paint the big picture of what's happening and why and being responsive and answering to mails and queries at the earliest.
8. When I look at our situation, our ability to respond is our big weakness followed by our inability to communicate when we feel there is no need to communicate.
9. Surprisingly, people collaborate in spreading gossip or rumors or finding out what's happening in the organization. This collaboration does not help an organization, it merely makes senior managers fodder for chatting.
10. We indulge in many instruments, offsites, group exercises, celebrations, module managers, cross functional teams to force collaboration.

In my view collaboration is based on a values mind set, if you believe that sharing will help the organization you will do so without feeling insecure, many times, people are insecure and their value system is hollow and hence they do not embrace collaboration. To collaborate means to be secure in your own skin!!

All the best

Wr
shiv