



“Great things in business are never done by one person.

They're done by a team of people.”

Steve Jobs

Organizations are complex. People are complex. We live in a complex world.

For success, individuals, teams and organizations need to collaborate, often working with colleagues and stakeholders with different needs, priorities and goals.

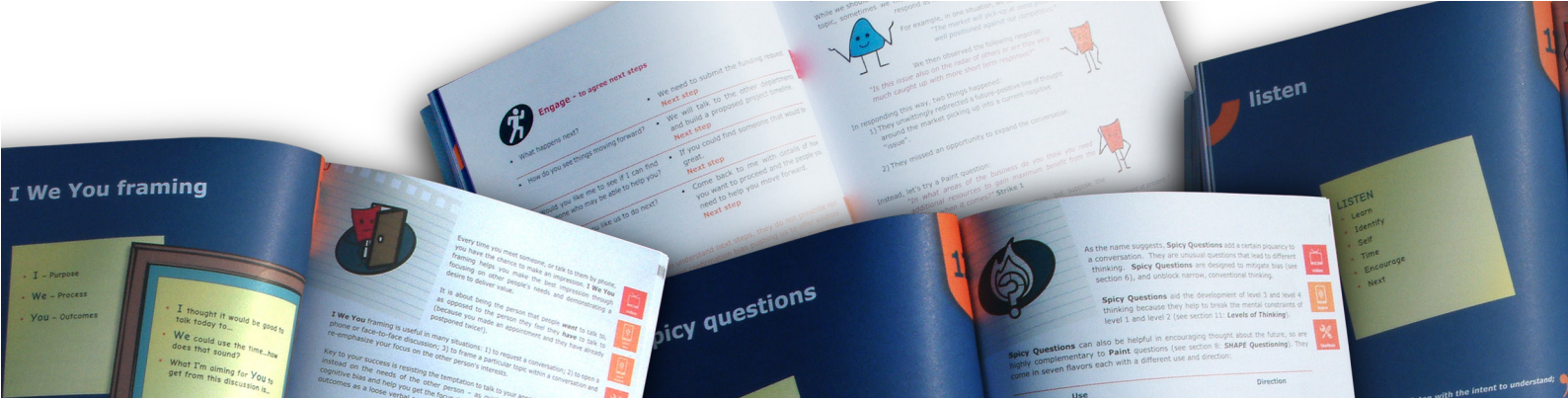
The bad news is that 70% of change initiatives are claimed to fail; 86% of executives blame lack of collaboration or ineffective communication for workplace failures; and internal functions are often seen as not adding value.

Consistently delivering value in complex environments is not easy, and real help is hard to find. Off-site away-days and team-building sessions can help with collaboration, but they can be expensive. Plus, the effect, while fun and inspiring, can be short-lived.

The collaborate program starts where these one-off interventions end. It helps develop skills and equips participants with multiple tools, proven to drive workplace collaboration.

Critically, skills development is achieved not just through workshop learning, but with the support of a comprehensive suite of micro-learning modules, video-bytes, online assessment tools and worksheets. Everything people need to transfer new learning to work application.

The collaborate program empowers successful partnering with colleagues and stakeholders to achieve organizational goals and targets.



Changing behaviors, creating value

Many learning programs introduce concepts and theorize on **what** is needed to be more collaborative. **collaborate** goes further providing the tools and approaches that implement **how** to be more collaborative.

collaborate equips people with the skills and tools to:

- understand and measure the behaviors that build and destroy trust
- capture and maintain interest and attention in meetings and conversations
- frame conversations to build rapport and establish trust
- manage conversations and use questions to understand priorities, challenges, and opportunities
- listen well and better understand the thoughts and motives of others
- defend against cognitive biases that inhibit listening and good decision-making
- generate collaborative insights and position ideas for acceptance
- flex behaviors for better outcomes
- move initiatives forward with clarity and shared commitment
- ultimately realise greater value for their organizations

Flexible delivery, reinforcement and application



Learning is flexible and may be delivered as a series of modules to fit different requirements.

e-workbooks and a printed 170-page version are complemented by 20+ online micro-learning modules and a library of short video-bytes explaining key concepts.

Content is also available as a series of short modules lasting between half and one-and-a-half days.

Relationships and trust

- How to measure and increase relationship strength
- How to measure and increase trust

People

- Motivation, priorities, roles, pressures
- How to identify sources of value

Bias and listening

- How to understand and mitigate bias
- How to listen better and learn more

Behavior breeds behavior

- How to measure your behavioural preferences and their impact
- How to flex your behaviour to achieve better outcomes

Interest and engagement

- How to get meetings with busy people
- How to generate interest and engagement

Insight and value

- How to manage conversations
- How to uncover opportunities and create insights

Collaboration and commitment

- How to position ideas for acceptance and commitment
- How to continue the dialogue

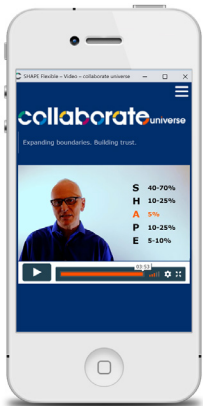
Higher level discussions

- How to remove blocks to thinking
- How to see further and broader – to be more strategic

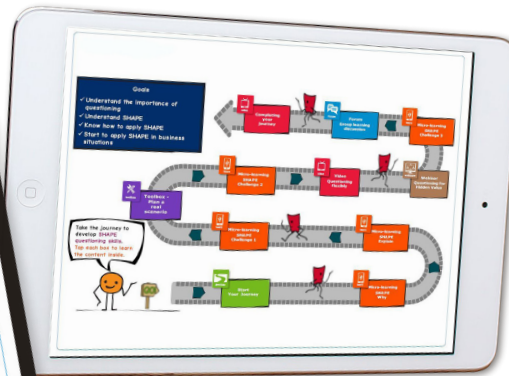
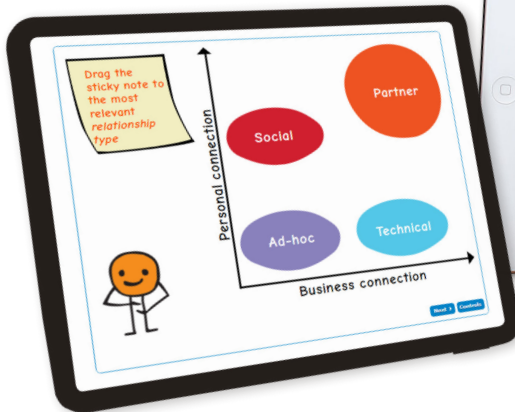


Comprehensive tools and online support

Content, both printed and online, is easily customized for different situations and audiences. The focus is on providing participants with a range of flexible tools that they can use day-to-day.



Micro-learning modules, custom learning paths and video-bytes support learning and application



LISTEN self-assessment to power better listening

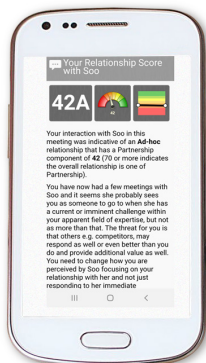
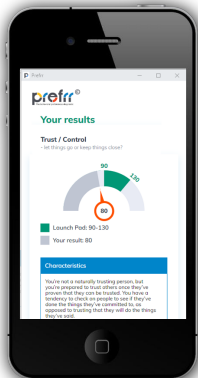
Leaders think about collaboration too narrowly: as a value to cultivate but not a skill to teach.

Francesca Gino, Harvard Business School



preffr™ app to understand behavioral preferences and their impact on others

Meeting assessment to help build partner relationships



Worksheets to drive workplace application

