collaborateuniverse

Great things in business are never done by one person.

They're done by a team of people.

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



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

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.

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.



as a value to cultivate but not a skill to teach.

Francesca Gino, Harvard Business School



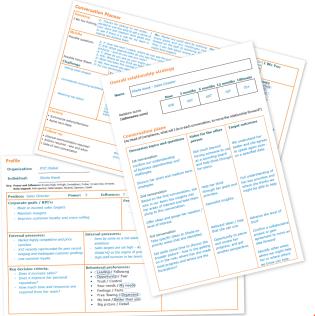


preffr[™] app to understand behavioral preferences and their impact on others



Meeting assessment to help build partner relationships





Worksheets to drive workplace application



Practical tools to take away and use

- I-We-You Framing to establish rapport and build trust
- SHAPE Questioning to engage others and learn their priorities
- LISTEN to focus attention and mitigate cognitive bias
- Value Sheets to guide conversations towards value
- Levels of Thinking to drive better organizational alignment
- Spicy Questions / Focus-5 to lift conversations to a higher level and demonstrate commercial focus
- Need-Feature-Benefit and Storytelling to better position ideas and prove capability
- Profiff to recognize behaviors and flex for better conversation outcomes

Feedback

"I often approach these courses with a sense of trepidation, but this workshop had some really useful insights. I found it especially interesting to reflect deeply on the ways in which we communicate with others."

"Thank you for a brilliant couple of days; the session was insightful and hugely applicable to my role, lots of stuff for me to think on, revisit and build into my relationship work with both internal and external 'partners'."

"There were some really interesting ideas especially in the deconstruction of conversations - SHAPE, N-F-B for example. Top marks!"

"Excellent. Content delivered opened my eyes to another world and changed my views of this area. Provided great tools for managing people within the organization."

Across cultures, across industries, across the world



"We've been running sessions since 2012. The sessions have had a tangible and positive impact on the ability of our people to engage with key stakeholders involved in the provision of social care."

Colin Brown, Director for Independent Living & Crisis Response, British Red Cross

"The real positive for us was not just the theoretical, but the real practical actions that individuals and teams could take away and implement immediately. This added real impact and was a key differentiator to other similar courses that we had been involved in."

Partner, International accounting firm

"After a rigorous review we decided to develop a tailored program that supported the adidas operating model. This program and the tools provided have contributed significantly to the realization of our goals." adidas Group, Asia Pacific Region

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