Leading Inclusive Collaboration 101

Discover your role in leading team collaboration that gets everyone into the boat and rowing in the same direction!

DESCRIPTION

To inspire great collaborative teams, leaders need to understand their role in driving towards success. This workshop presents the business case for inclusive collaboration and the strategy for making it happen. In this session, you will learn the key leadership roles in supporting collaboration (no, you can't just "set it and forget it"), how to leverage team member strengths to balance team dynamics, how to identify when collaboration is working, and how to fix it when it's not!

90 MINUTES | VIRTUAL OR LIVE

OBJECTIVES

EXPLAIN

Explain the business case for inclusive collaboration

IDENTIFY

Identify key roles in collaborative work (Owner, Performer, Stakeholder, SME)

DEMONSTRATE

Demonstrate key ways that leadership supports collaboration

RECOGNIZE

Recognize signs of successful collaboration

THE FLOW

INTRODUCTION & CONTEXT

Our goal is to give leaders the tools to support successful team collaboration

5 MIN

WARM UP: DRAW COLLABORATION

Notice trends or assumptions about how groups think of collaboration (together live vs. together apart etc.) & how it informs leader expectations

10 MIN

INDIVIDUAL REFLECTION

Review 4 key roles, have leaders think of their own team composition and identify who plays each role. Debrief with tactics handout-how to empower people in each role

10 MIN

BUSINESS CASE

Provide data and the business case for inclusive collaboration

5 MIN

DEFINE COLLABORATION

Groups work to define collaboration and notice what their definitions include and lack. Then, they reflect on how to collaborate without much guidance or support

10 MIN

GROUP BRAINSTORM: WHAT'S YOUR ROLE

Have participants work together to identify critical roles that leadership must provide in supporting collaboration

15 MIN

THE DATA

Review leadership best practices (roles, goals, guardrails, trust vs. fear, communication)

10 MIN

MEASURE SUCCESS

Determine criteria for what successful communication looks like, notice whether this is something they usually do at the onset of a project and do they communicate it to the team

10 MIN

CLOSE & REFLECT

Participants identify at least one element of the workshop they can incorporate into their work

5 MIN

COURSE CORRECT BRAINSTORM

Groups identify how you know when collaboration isn't working and review strategies to course correct

10 MIN

EXPAND IT

- Leading Teams to Successful Collaboration: 201
- Ultimate Collaboration: Collaboration Mindset 101
- Inclusive Collaboration for Individual Contributors: 201