

# COLLABORATIVE DYNAMICS

## THE CHALLENGE

Nearly all work gets done through effective coordination of ideas and actions among people who inevitably have different backgrounds, perspectives and opinions. As such, while it is essential that all team members are skillful at co-creating results, most work groups struggle with friction among people with seemingly contradictory work styles, personalities, and approaches. Many organizations use personality frameworks to help team members better understand and appreciate such differences, but these are only effective to the extent that they build on more fundamental social and emotional skills. Before team members can fully appreciate and embrace differences, they must learn to stay in creative mental and emotional spaces while working in challenging environments, often with seemingly difficult people.

## OBJECTIVES

Participants in this workshop will...



Learn neutral language for problem solving, dispute resolution, and sharing successes, failures, and everything in between.



Gain awareness of their triggers and strategies for managing stress and sustaining creativity in challenging team environments;



Practice flexing their approach to situational demands.

## IDEAL PARTICIPANTS

Cooperative Dynamics is for individuals who need to achieve results through collaborating effectively with peers and other stakeholders. The ideal audience is one of intact teams, including the team leader. The workshop can be scaled for a single team or multiple teams, up to around 30 participants.

## LOGISTICS:

1 day (9AM to 4PM)

## SAMPLE AGENDA

9:00 - 9:15	Welcome & Introductions
9:15 - 9:30	The Case for Conversation & Diagnostic Overview
9:30 - 10:15	Conversational Norms Diagnostic - Report Observations
10:15 - 10:30	Break
10:30 - 11:15	Activity: (Re)Setting Norms through Declarations & Requests
11:15 - 12:00	Commitments to Improve Team Conversational Norms
12:00 - 1:00	Lunch
1:00 - 2:00	Action Learning: Meeting #1
2:00 - 2:15	Break
2:15 - 3:15	Action Learning: Meeting #2
3:15 - 3:45	Commitment to Action & Follow-Up
3:45 - 4:00	Closing