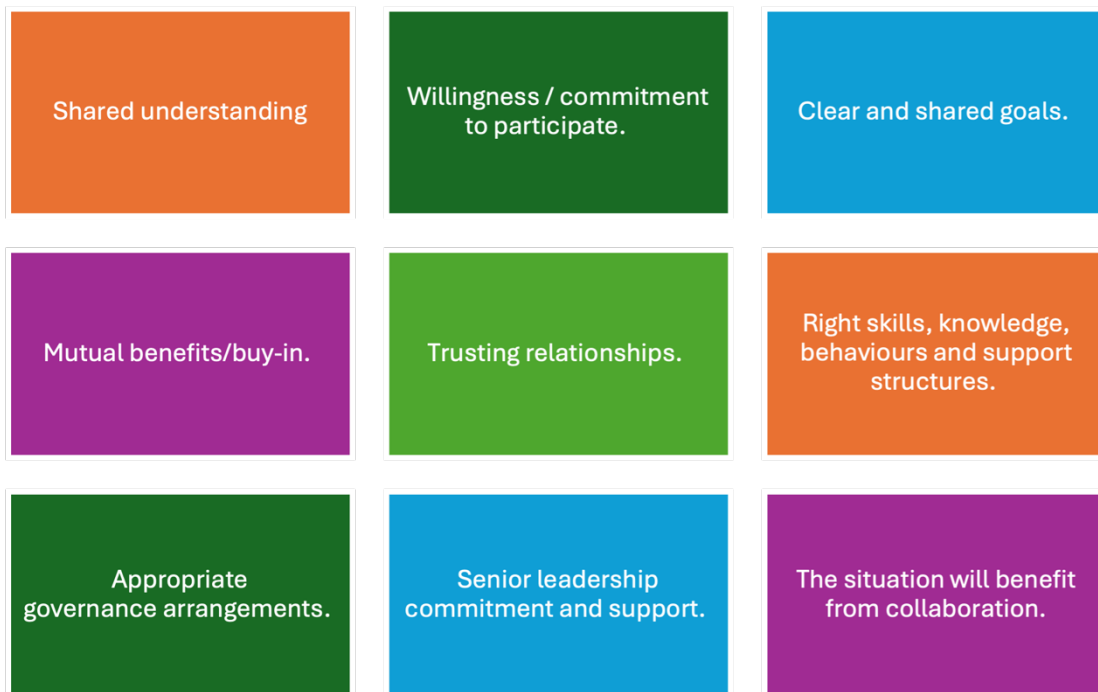




The Coaches Helper

EFFECTIVE COLLABORATION STRATEGIES



1. Shared understanding

Taking the time to understand the issues and perspectives of all involved is critical. This involves understanding not just the WHAT (the position) but the WHY (the interests.)

2. Willingness / commitment to participate.

Where a collaboration opportunity exists and is recognized collaborative effort will be optimized where there is a commitment or willingness to participate. This can be achieved through either voluntary or directed means, although likely to be more effective if voluntary.

3. **Clear and shared goals.**

Goals that are shared by all collaboration partners need to be agreed and understood upfront that articulate the outcomes seeking to be achieved. These also provide the frame that supports 'give and take' and working with differences.

4. **Mutual benefits/buy-in.**

There needs to be benefits for all the parties in the collaboration effort with the aim of creating a 'win-win' situation. It is important for all parties to understand and believe in the mutual benefits that will flow from their collaboration.

5. **Trusting relationships.**

Effective collaboration is more likely in situations where there is (pre-existing) trust, respect, honesty and openness in relationships. Where levels of trust are not strong other elements in this model may need to be further emphasized.

6. **Right skills, knowledge, behaviors and support structures.**

The effectiveness of the collaborative effort will be somewhat dependent on having people involved that have the necessary skills, knowledge and behaviors that are required for the task at hand and are supported and encouraged to use them.

7. **Appropriate governance arrangements.**

Clear and agreed protocols ideally exist around such things as roles and responsibilities, decision-making processes, timeframes, scope, progress reviews and evaluation. These will likely be more prominent in projects, however some protocols or principles may be desirable in less formal circumstances.

8. **Senior leadership commitment and support.**

The willingness to participate will in some cases be enhanced by a strong and visible commitment by senior leaders. This may be especially important when there may not be true reciprocity in the situation providing 'mutual benefit' to all parties.

9. **The situation will benefit from collaboration.**

It seems like an obvious condition, but collaboration for 'collaborations sake' does not guarantee a better outcome. The choice depends largely on whether individual achievements can deliver the group's performance aspirations, or whether collective work products, activities and skills are needed.