

Deliver Better Results

How to Unlock Your Organization's Potential GIL BROZA



Supplementary resource for the book *Deliver Better Results*. More at DeliverBetterResultsBook.com

How to Make Real Collaboration Possible

1. Define goals and parameters for collaboration
2. Identify collaboration-worthy situations
3. Determine each person's earliest unmet prerequisite in those situations
4. Consistent findings?
Change the system
5. Disparate findings?
Address personally
6. Recognize and handle deterrents
7. Prioritize your efforts

PREREQUISITES

- 1 Have good reasons to work with others
- 2 Agree that those reasons justify collaboration
- 3 Expect valuable contribution
- 4 Feel safe during and after collaboration
- 5 Be treated fairly afterwards
- 6 Look forward to the experience
- 7 Create the experience together
- 8 Be able to resolve conflicts
- 9 Have some rapport

DETERRENTS

- Work is described by its activities and deliverables
- Individuals are accountable, but teams are not
- Process and tools imply expectation of individual work
- People have too much going on
- Exclusionary behaviors are allowed or tolerated
- Deeper reason: collaboration isn't valued enough