

# *Collaborative working*



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# People make the processes happen



The industry is great at process but people are expected to execute the plan accordingly.

There is very little attention paid to how loyalties, personality clashes, changes to works and circumstance, all impact on the execution of the plan and impact on the humans participating.



# Collaborative working fails when:



- Lack of Trust
- Fear of Conflict
- Lack of Commitment
- Avoidance of Accountability
- Inattention to Results
- Group Think
- Poor communication skills

# Look out for the Wolf in Sheep's Clothing



- Place the right people on team
- Ensure that an emotional connection exists between the organisations
- Ensure that values of the organisation and individuals are similar
- Use psychometric assessments
- Take time to invest in the development of the group



# How to increase the chance of success



- Early involvement of stakeholders
- Adopt the principles of Teamwork
- Train and develop as a group
- Bring the team together physically as often as possible
- Train and encourage communication
- Increase diversity in the team



# Pointers



- Leadership with the right mental model
- Leadership one of the difficult areas in a collaborative arrangement
- Ensure that the values of the team are congruent
- Pay attention to the combination of expertise and emotional intelligence across the parties
- Train the team to understand their own impact, influence, strengths and weaknesses
- Communicate and provide an open and honest environment

# I leave you with a question



When considering a collaborative project between your organisation and another

**Are you 'match fit' for collaborative working?**

