Educate to Communicate

Through comprehensive approaches to unique interactions, Good Talk helps companies, cultures, and people understand human communication and become effective communicators.

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Is your organization truly collaborative or simply cooperating? Organizational culture is defined by the adult interactions, behavioral norms, and patterns of practice. The patterns of behavior ultimately work together to foster (or hinder) an environment of trust, rapport, and shared identity. When the goal is collective success, all stakeholders must communicate and interact with intention. Paying attention to themselves, the group, and the intended outcomes.

A team that *collaborates* has shared goals that are understood and acted upon by all stakeholders, often leading to adaptive ways of acting and interacting—brainstorming, questioning, advocating, sharing ideas, and bringing people together with a shared purpose. A team that *cooperates* often acts as independent contractors, with isolated, less focused goals and priorities which lead to stagnation and/or transactional advancements.

The members of a collaborative environment intentionally clarify and reflect on the following:
- THE WHAT: Thinking and interacting with a focus on shared tasks and measurable outcomes (interdependent, flexible, and goal focused)
- THE HOW: Thinking and interacting through clear processes and strengths-based coaching (group development, shared ownership, and formative feedback)
- THE WHO: Thinking and interacting with a focus on group dynamics and a shared identity (values, beliefs, assumptions, and behaviors)

In this podcast we will explore the cultural shifts one might consider when building and sustaining collaborative teams. Listen, think, and get ready to engage in reflection surrounding your current realities and desired state. When vision is clear and the individuals have shared ownership over the success, a team will come together and produce results. Let's explore the capabilities and foundational attributes necessary when shifting the focus from cooperating to collaborating.

CULTURAL SHIFTS
Moving From Cooperating To Collaborating

A Shift in Growing Team Members	
From time spent on overcoming weaknesses…	to building on core strengths.
From isolation…	to shared learning and understanding.
From suggestions…	to a specific set of measurable learning outcomes.
From an evaluative stance…	to a strengths-based stance focused on evidence.
From a corrective and "fix-it" perspective…	to affirming, questioning, and providing targeted feedback.
From a bias-based stance…	to making explicit connections to past practices, current practices, and the successes or implications.
From isolated values and beliefs…	to a shared identity and collective efficacy.
A Shift in Creating a Learning-Focused Culture	
From an emphasis on a problem…	to a focus on building upon what is working well.
From accountability…	to a shared ownership.

From avoiding concerns…	to designing differentiated supports for those who need improvement.
From providing inconsistent advise…	to providing ongoing dialogue that supports learning and results in improved practice.
From one-size fits all support…	to a culture that respects diverse viewpoints.
From a an assumption that "this is my role"…	to an assumption that our roles depend on one another.
From egos and "I"…	to an environment of trust and "we".
A Shift in Enhancing Communication	
From controlling information and situations…	to intentional inquiring and advocating.
From individuals working independently of one another unless required…	to individuals working interdependently to support movement towards independent and shared goals.
From idea sharing…	to individuals and team members knowing when to coach, collaborate, consult, and calibrate to support achievement of independent and shared goals.
From independent habits of working….	to fostering a climate in which individuals build coalitions with colleagues, at all levels, to achieve collaborative goals.
From avoidance of conflict…	to individuals directly resolving conflict to ensure collective success.
From resorting to authority when under pressure…	to individuals exhibiting poise and professionalism, even when under pressure.
A Shift in Intentional Listening and Interaction	
From dominating voices…	to balanced talk.
From racing to solutions…	to intentional shifts from dialogue to discussion to a decision.
From rushing on…	to intentional pausing, paraphrasing, and questioning.
From a lack of vision…	to the creating of situations for one another to envision independent and interdependent possibilities.
From self-referential and "fix-it" habits of listening…	to striving for refinement by causing one another to calibrate their progress against criteria for excellence.
From listening to be understood…	to listening to understand.

Think about your current working relationships through the lens of collaboration and cooperation. Keep your outcomes in-mind and be willing to adjust based on those in the environment. Trust yourself, the group, and the process. Your intentional interactions will ultimately influence the thinking, behaviors, and learning of the collective whole. Listen, think, and get ready to influence an environment focused on thinking, shared understanding, collective efficacy, and the norm of collaboration.

Knowing the importance of growing and maintaining yourself and those around you, you will not want to miss the opportunity to give me a shout. We can analyze the behaviors of individuals, small groups, or an entire organization and plan forward with intentional outcomes in mind.

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