

# Global Peer-to-Peer COLLABORATION

Qualities, Ideas, and Best Practices



*At registration, we asked participants to share a QUALITY that distinguishes them and a COLLABORATION IDEA that has worked for you. We received 470+ responses. Below is a summary of the responses. We encourage you to read through them. You may discover new qualities in yourself, new ideas to explore, and inspiration to take your work to a new level.*

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## **What QUALITY do you possess that distinguishes YOU as a prospective COLLABORATIVE partner?**

*Consider such things as what makes you different as a person; your personal attributes, experiences, generational insight, culture, characteristics, skills, achievement, interests, and global perspective.*

- 1) I am very open to listen, try to brainstorm the solution rather to impose it, keep the team in the loop for any news or update regarding the case
- 2) A) Work from strength of systems view: Wanting best for the business. B) Strong *bridger* between organizations C) Program success; my performance has always required collaboration for success. D) Personally, I'm a watcher...and an implementator.
- 3) 10+ years working with customers, presenting, listening, and gathering requirements.
- 4) 38 years of leadership background---CEO, Division Director, and now the convener of a coalition of diverse disciplines involved in disaster preparedness.
- 5) A consultative approach. Getting ideas out on the table and working towards a productive solution.
- 6) A friend of mine just told me recently, you have strengths to connect people, talk to them and make them feel comfortable to share their experience and stories. I think this strength is partly due to my inborn attributes such as being caring, partly due to
- 7) A lot of experience working with multicultural and virtual teams
- 8) A passion for a culture anchored in integrity and the ability to help others define and build visions what work for the good of all.
- 9) Ability to relate to various types of individuals

- 10) Ability to appreciate different perspectives, good listener, mediator training and experience, systems thinking training, degree in anthropology, empathic, mature, centered, creative.
- 11) Ability to connect
- 12) Ability to listen and bring to thing to a conclusion
- 13) Ability to listen to the other person's point ov view and understand what their needs are - to get to collaboration
- 14) Ability to relate well to others
- 15) Ability to translate complex ideas for general understanding, especially through pictures
- 16) Ability to see all sides of a situation and the bigger picture goal
- 17) Ability to listen and find common threads
- 18) Achievement
- 19) Active listening skills, flexibility but focus on institutional goals
- 20) Always seeking common ground among collaborators.
- 21) An appreciation of "difference" from me in all forms--cultural, socio-economic, religious, gender, etc. As a 63 year old African-American woman, I am also aware of privilege, both my own and that of others
- 22) Aperture
- 23) As a corporate trainer I am in a position to influence cooperation/collaboration internally -at all levels within the organization - and externally.
- 24) Background ; years on the job and a tilt to do new things, and try new things.
- 25) Balanced view
- 26) Being an Indian having worked in Asia for 6 years for a European Company and with US clients to now working in Middle East I think have worked with people from various cultures and various sectors such as not for profit, healthcare, government etc
- 27) Belief and passion in growing as one team. the siloed approach is not working in today's world. For us to succeed at the next level, we need to work together as a team.
- 28) Best Practice insight in my area of expertise. -Level of integrity that I've established with my peers.
- 29) Breadth of experience in walking the talk
- 30) Building an international business network
- 31) building one relationship at a time; learning patience is truly a virtue
- 32) Commitment | There is a goal and it can b e reached. Looking to find ways to get other to say "Yes" and place the WIFM to the test.
- 33) Compassion
- 34) Connectedness is a strength
- 35) Consistency and background
- 36) Dedication to making a positive difference in the world.
- 37) Desire to experiment and learn from others and years spent learning ways to generate collaboration in groups.
- 38) easy approach flexible attitude and a curiosity for innovative ideas
- 39) Easy going. Receptive attitude. Learning thirst, and love life
- 40) Empathy
- 41) Empathy and compassion for partners
- 42) Empathy and seeing a broad vision

- 43) Empathy competency in the subject matter Experience over the years working through challenging situations Being honest and straight forward
- 44) Empowerment, Expertise on my business
- 45) Engaged and think cross functionally across silos
- 46) Enjoy learning from others as they share their perspective on whatever is being discussed or decided on...living with a decision is always more positive when all avenues have been explored.
- 47) Ensuring that others' needs are met as far as I possibly can. Trusting that the majority of people will reciprocate.
- 48) Excellent listener
- 49) Excellent organization/coordination using project management methodology.
- 50) Experiences
- 51) Experience in facilitating conversations which include adverse opinions and conflicts The ability to keep my opinions to myself
- 52) Experience in public relation, leadership
- 53) Experience in teaming and facilitating collaboration among stakeholders, strong listening and communications skills
- 54) Experiences/examples
- 55) Expert listener
- 56) Extroverted and really like people and their ideas, have lived and worked long enough to realize that collaboration has produced the best efforts in my work and private life (more creative, efficient, fun!)team tools and techniques, good interviewing skill
- 57) Facilitate resolution of issues
- 58) feel that it's imperative to solicit everyone's input
- 59) Flexible, willing, dedicated to project purpose, humor, extensive knowledge base
- 60) Focus in success. Love to work with others...
- 61) Focused on a successful outcome; respect for my partners; willingness to listen and understand other viewpoints;
- 62) Focusing on being, rather than preaching and judging of others
- 63) Following Covey's guidance, I listen and then try to connect for collaborative work.
- 64) Global perspective
- 65) Global perspective and experiences
- 66) Good collaboration facilitator
- 67) Good communicator, persuasive, knowledgeable about program
- 68) Good listener
- 69) Graduated college 20 years after high school so not as "set in my ways" as other peers. Work well with multi-generations (husband 17 years older, mentor interns 25-30 years older).
- 70) Great listener, understand what it takes to move organizations, teams and individuals to higher level of performance.
- 71) Have great influence
  
- 72) Have lived in multiple countries and am very comfortable adjusting to multi-cultural situations. I LIKE people and genuinely care about them and their success. I am not after power or self-promotion (almost too much so). I listen.

- 73) Having started as an entrepreneur 25 years ago and taken the business from a sole proprietor to a corporation operating at over 2 million in annual revenue employing 43 people holding trademark registrations for 3 brands ready for next stage development
- 74) Highly experienced in my field, well-read
- 75) I am a big picture thinker and see how short term decision making impacts long term viability and sustainability. It is difficult to work for an organization that does not value collaboration.
- 76) I am a cheerleader, uplifting and encouraging the spirit of the team. Always positive, responsive, and stating my willingness to do whatever it takes for the team to win--and then, of course, I expect them to do it! Softer, humorous, yet productive.
- 77) I am a global thinker and experienced in relational leadership.
- 78) I am a global thinker and thought-leader. I have been researching the link between business success and human competencies, detailed in my latest book Business Intelligence Success Factors (Wiley/SAS 2009)
- 79) I am a good listener and I understand that everyone has a need to solve their particular problem. My 25 + years of experience in the IT industry means that I am well connected and understand both the technical and business aspects of IT.
- 80) I am a good listener and people easily trust me.
- 81) I am a natural-born leader. I take heed to others concerns and recommendations and collaborate them to create a strategic plan that is suitable for everyone. My goal is to obtain tools to help empower people.
- 82) I am a visionary. My core commitment to building community is at the heart of all I do. As the director of a small library, I always think, "Who else needs to know about this?" and then ask them to get involved.
- 83) I am articulate and listen well
- 84) I am empathetic to the needs of the people in need. I become totally involved in those areas that are my deep passion and I am able to envision what I want and what is beneficial and impacting to those that benefit from my work. I am a certified nonprofi
- 85) I am flexible and a good listener
- 86) I am highly socially & emotionally aware, very empathetic and don't let egos get in the way of things ...
- 87) I am inclusive and value the synergy that suggest that 2+2 is more than its sum.
- 88) I am keenly aware project and personal goals at many levels. And, my focus stays put while sometimes having to change strategies and tactics to succeed. Overall, I won't sacrifice the person to achieve the desired outcome, and this lends confidence and tru
- 89) I am naturally a collaborative problem solver.
- 90) I am not one to take ownership of projects and ideas. Partners with strong egos make collaboration difficult, as they tend to take credit for all the work but pass the blame. I like to give credit where it is due.
- 91) I am open to new ideas. I enjoy harmonizing cultural differences to form a stronger whole than the sum of the parts.
- 92) I am pretty good at understanding other people and listening.
- 93) I am skilled at seeing the big picture and communicating the vision. I am knowledgeable about change theory and encourage collaboration to solve problems and identify solutions.
- 94) I am someone that is aware of diversity and struggle to build a common space. I am very honest and transparent and believe that this is a skill people like to be opened to collaborate.
- 95) I am someone who listens well and is very nice to others.

- 96) I am very passionate with my education and I'm very outgoing. I like to speak in front of the public. I am a Hispanic mother of two children, divorced; and I am a good cook. I am a strong woman that came from the ashes after my divorce. It is challenging.
- 97) I am willing and able to listen to widely differing points of view, recognize areas of common ground and suggest points of negotiation and collaboration. (Sometimes, however, I feel I err on the side of too much capitulation and not enough negotiation.
- 98) I believe we (the team and company) are stronger and agile when we work together to drive results and improve results.
- 99) I can readily put myself in the other person's shoes
- 100) I consider myself a "collaborative thinker" working best and most successfully in this manner
- 101) I embrace ambiguity and the importance of elevating process as something essential to achieving more effective outcomes. Relationship building is key to building trust, which is key to collaboration.
- 102) I get more joy out of helping other succeed than I do about my own success.
- 103) I give respect to my direct reports, and all others for that matter, as if they are peers.
- 104) I have 20+ years of experience in the insurance industry and often act as a 'resource' for others in my company. Younger workers(<35) often ask my advice on career choices 'Is this the right job for me?' type questions.
- 105) I have a deep affinity for people and enjoy collaboration. I see overall structure and phases to achieve solutions quickly and easily. I am not good at follow through on my own. I am more vigilant when responding to a group process.
- 106) I have a good network of people and am known as a SME.
- 107) I have a natural willingness to cooperate and seek to negotiate rather than have direct, competitive, heated confrontations.
- 108) I have a plethora of life experiences that have granted me the opportunity to be emerged in diverse cultures, multi-disciplines, and assorted situations. Hence, I have the capacity for compassion, courage to challenge my own assumptions and beliefs, and ap
- 109) I have an educational background in, and passion for conflict management, as well as intercultural comm. I've created conflict management courses in which collaboration is identified as the only true 'win-win' strategy for mutual problem solving.
- 110) I have been blessed with being on collaborative oriented teams worldwide at organizations such as Hewlett-Packard, IBM, Cisco, and now Empower Ecosystems. My personal collaborative attributes are associated with communications, connecting, and completing.
- 111) I have deep knowledge and experience in the organization, i.e. I know how things work, how to get things done, and generally understand what motivates decision makers in different groups.
- 112) I have extensive knowledge and experience in my field. I am a seasoned strategic and innovative leader.
- 113) I have unusual listening skills and the ability to extrapolate ideas in multiple directions.
- 114) I like to connect people and ideas. I like to brainstorm and plan.
- 115) I like working with other people and sharing knowledge. For the last 15 years I've been mentoring other people in working together.
- 116) I love people. I love working in groups

- 117) I possess a willingness to do what is needed to move a project along. I am not caught up in feeling that I am too good to do something.
- 118) I see success for the institution above my own personal success. I also want to "solve the problem" not just put a bandaid on it or come up with some that's mediocre.
- 119) I strive to ask, "who else should know about this?"
- 120) I take responsibility for my thoughts, words, emotions and actions. I like being with people AND being alone, including working with people AND working alone.
- 121) I teach communication skills, facilitation skills, dialogue skills. My philosophy of communication supports collaborative efforts - namely, we are all actively responsible for co-creating the circumstances in our lives.
- 122) I tend to defer to my associates for their input most of the time.
- 123) I think broadly and am comfortable with ambiguity. My action-logic is post-conventional. Peter Block is one of my favorite authors.
- 124) I think my ability to consider different perspectives and a willingness to being open to diverse ideas makes me a good collaborative partner.
- 125) I think strategically. My primary focus is working with the strengths of my team and building on those strengths to achieve our universal goals. I have worked on the front lines which gives me an advantage from a manager that has not done so.
- 126) I truly believe that others can contribute to the process and offer something [perspective, experience, ideas, etc.] that I cannot.
- 127) I value TEAM player qualities. Find myself very comfortable helping others learn.
- 128) If it is to be, it is up to me. No one else wants more than is status quo.
- 129) I'm a good listener, usually patient and slow to anger or get upset. I'm a developer of projects ranging from family and other small groups, to global perspective.
- 130) I'm a patient, attentive, empathic, active listener, a gentle but persuasive problem-solver, I have a sense of humor that relaxes participants, I have an enfolding attitude that allows participants to feel safe, comfortable and creative.
- 131) I'm curious, inquisitive and trained as a developmental coach.
- 132) I'm open minded and don't tend to be set on doing things a certain way. And I've learned that it feels great to work with others, and now I seek out experiences of community-building.
- 133) Insight in to others, the ability not to take things personally....trying to come to a win/win for both parties
- 134) Integrity, Broad experience in military, aerospace, transportation, telecommunications and not for profit.
- 135) Interested in new ideas, willing to listen. Continuously learning. Passion for helping people come together to leverage their joint resources and talents to make good happen.
- 136) International work assignments
- 137) It is my character to seek out opportunities and collaborate with many cultures. As an individual I have the gift to speak two languages. I am the voice who cannot be understood.
- 138) Knowledgeable, empathetic, hard working, willing to seek solutions
- 139) Knowledge and experience in public and private sectors, natural relationship builder and good listener
- 140) Learned collaboration right at home growing up in a large family
- 141) listen first then speak travel abroad helps to be culturally sensitive training in coaching enjoy working with like minded people as far as goals, but am open to different approaches
- 142) Listen with integrity

- 143) Listener, problem solver, team player, intuitive, spiritual. Worked with medical professionals in various disciplines, bringing the scientific/research discipline closer to the medical discipline in Quebec, Ontario and Alberta. Bilingual, global dialoguing.
- 144) Listening
- 145) Listening and high EQ
- 146) Love to "think." Big on "inclusion." Big on everyone on team "wanting" to be there, everyone feeling valued.
- 147) my ability to "gardner" effective teams on projects
- 148) My background and experience bring a uniqueness to my collaboration.
- 149) My background in training and development. I am a great listener and offer out of the box ideas
- 150) My curiosity. I ask lots of questions, listen well, and try to hear the interests of others so that when I propose ideas they meet their needs.
- 151) My focus is to always assist others and bring the best out of them
- 152) My personal profile in terms of being naturally collaborative. My extensive professional experience in building/leading multi-cultural teams and serve global internal/external customers.
- 153) My perspective
- 154) My quality I possess is I first seek to understand then I seek to be understood.
- 155) My willingness to effect change
- 156) Natural bent to establish order and structure to a project.
- 157) Naturally curious interested in problem solving not ego building
- 158) Naturally inquisitive, build on/seek to incorporate other people's ideas, lots of positive energy to share, adaptive, results oriented (means to end but not focused on end in and of itself).
- 159) Never ending unbending DETERMINATION.
- 160) Open ability to communicate
- 161) Open minded, kind, patient
- 162) Open mindset and untiring willingness to find complex solutions
- 163) Open to new ideas and the contribution of others Prepared and willing to lead Diverse perspectives; learnings as a coach/facilitator
- 164) Open to other's ideas
- 165) Openness to new ideas, interest in learning, generational perspective, and an enjoyment of working with others.
- 166) Passion for the technology.
- 167) patience, length of life, teacher of literature
- 168) Patience, non-competitive
- 169) people person, positive influence, energetic
- 170) Personal humility. Others around me always are more important and come first.
- 171) Positive attitude, willing, many years of leading large technical groups through complex problems, exited to work with teams or individuals
- 172) PRO-ACTIVE SHARER
- 173) Promote the teamwork
- 174) Seasoned manager and professional business coach.

- 175) Service mindset - give to others - using gifts, talents, learning, experiences, strengths to help them succeed and be a better contributor in life and work.
- 176) Seeing wholes, facilitating parts of a whole to come together and work together, an integrative thinker, recognise how what we say and do are embedded with assumptions so that the 'reality' we see is our creation.
- 177) Sincere, willing give more than I take
- 178) Strength of character, Integrity, Ability to adapt to a new culture, language and integrate Ability to learn you things and add value to my team My ability to have a global perspective to change management
- 179) Strong listening and inclusion skills. Background with behavioral psychology and recognizing drivers or distracters.
- 180) Strong sense of teamwork, facilitation skills which bridge interpersonal conflicts and create innovative solutions.
- 181) The ability to create an environment of safety, acceptance and love, which releases the innate potential in another person.
- 182) The ability to see pattern and connection in the work of diverse groups and to bring their work together through question and reflection.
- 183) The art of coaching has had a significant impact in all my conversations and continues to add value to those who believe in it's value and the lives of many people
- 184) The first one that makes me a good prospect for a COLLABORATIVE partner is my willingness to listens to others with different perspectives with varied culture experiences across many generations.
- 185) The Gift of Connection
- 186) The quality that distinguishes me the most is my ability to listen with deep curiosity to understand the perspective of all stakeholders.
- 187) Unafraid of the new/unknown. I look for the win-win, relish exploring and creating new ways of looking and doing things.
- 188) Very much a team player
- 189) Very open to listening to other's ideas. Strong in harmony and like to find the common threads to bring together the best resolution.
- 190) Visionary and big-picture thinking. Naturally see what needs to occur to get us from current "point A" to desired "point B". My challenge is to articulate the picture that I see clearly and others are clueless about.
- 191) Willing
- 192) Willingness to learn and see how things that others have done could be applied to what I am doing. I am on the "other side" of the career track (i.e., my next major career move is retirement), and I enjoy sharing the spotlight for jobs well done.
- 193) Willingness to learn from others
- 194) Willingness to listen to new possibilities; openness to creative ideas and thinking.
- 195) Willingness to make modifications
- 196) Worked, successfully, in multicultural setting; knowing that I do not have all the answers; realizing that my life experiences are different from that of others that I am working with and willingness to learn
- 197) Years of field experience



**Name one COLLABORATION IDEA that worked for YOU in partnerships, teams, and/or personal relationship that you think would be useful to others?**

*(Consider such things as tips, best practices, or inspiring WISDOM, books that might benefit others at this time of economic crisis and opportunity.)*

- 1) Use the personal contact rather than email... as personal the communication is, less misunderstandings
- 2) "Emotional Wisdom," Ruth King and "The Speed of Trust," Stephen M. R. Covey. Focusing on trust, especially when the work environment rather than outcomes has been raised as a primary issue.
- 3) ...remind myself to be open and patient.
- 4) 90% of the time, conflicts result from lack of recognition or respect for the other persons(s).
- 5) A book entitled "From Good to Great" is great reference on how managers can create "greater" teams, improve climate, employee engagement, etc.
- 6) A mediation course helped me see collaboration produces a better outcome and builds trust within relationships.
- 7) A willingness to listen deeply and empathize with the lived experiences of others; and to appreciate the existence of multiple realities and perspectives different from one's own.
- 8) A. Being flexible about methods and technologies that bring team members together. B. Consistently sharing positive feedback among team members to encourage participation, and set a positive tone for team. C. <<Really>> listening to team members.
- 9) Ability to build trust
- 10) Ability to truly understand WE CANNOT DO IT ALONE
- 11) Accepting that each interaction is a new one.
- 12) active listening; simply slowing down and being fully present
- 13) Add value to others FIRST, with no thought of return. Initiate the giving.
- 14) Agree on common goal and expect compromise on track to achieve.
- 15) agreeing a common vision at the beginning - what does success look like for everyone.
- 16) Agreeing on appropriate metrics to measure current state behaviors & tying it to a common value proposition that has measurable value for the organization
- 17) Align strategically first, then cascade the alignment process down tactically.
- 18) All parties own 100% of a relationship, not 50/50, which eliminates boundary disputes and encourages parties to reach farther than they might have to make the relationship work.
- 19) Allow participants the opportunity to recognize the portion of the problem that they own
- 20) Always considering what motivates the other party and seeing that all parties feel some degree of benefit in the ultimate outcome.
- 21) Always develop a shared vision/mission
- 22) Always start your conversation with something positive!
- 23) Always treat others with respect
- 24) An idea from marriage that could be adapted to professional partnerships is to agree to take turns regarding who "gets their way." Not only does it give you 50% of the "wins," but it may also demonstrate new ways of "winning" you hadn't tried before.

- 25) Appreciation for effort; upbeat outlook and vision
- 26) Approach a difficult situation as one who is humble and without all the answers. Count to ten when you feel frustrated Partnership is key to being successful
- 27) Approach potential collaborators on their terms. Give them a reason to care about the outcome; show the value.
- 28) Ask for and respect people's opinions.
- 29) ask, who else needs to know
- 30) Asking feedback
- 31) Asking for input before presenting MY thoughts/plans
- 32) Asking questions to understand others' viewpoints, and needs in order to find common interests/goals.
- 33) Asking, how can I best support you? and offering how you like to be supported.
- 34) Assume the other person has the best intentions even if we disagree about process.
- 35) At the beginning sharing the importance of collaboration and how we all contribute. We have quotes, design a mascot , a logo, send daily quotes, pictures
- 36) Attack the issue not the messenger
- 37) Authentic presence
- 38) Be open minded and listen to what others are truly saying
- 39) Being a good listener
- 40) Being a good listener.
  
- 41) Being able to avoid emotional engagement and truly listening to the other person's concern/issue/problem.
- 42) Being as transparent as possible on motives and information. Answering questions candidly.
- 43) Being co-located with other team members rather than having a virtual team in various locations and time zones
- 44) being honest and direct up front and conveying realistic expectations initially about a project or relationship
- 45) Being willing and open to listen to any and all ideas
- 46) Being willing to be the one to ask the hard questions, being willing to ask what may appear to be "dumb" questions.
- 47) Book: Enchantment: The Art of Changing Hearts, Minds, and Actions
- 48) Book: The power of Collective Wisdom
- 49) Book: Power of Full Engagement - being fully present and engaged
- 50) Book: Putting Our Differences to Work: The Fastest Way to Innovation, Leadership, and High Performance by Debbe Kennedy
- 51) Book: Working Across Boundaries
- 52) Books: Crucial Conversations, 7 Habits - listening to others first and then sharing your path
- 53) Books: Prisoners of our Thoughts by Dr. Alex Pattakos, Awakening the Corporate Soul by John Izzo, The Four Agreements by Don Miguel Ruiz. These books have shaped my thinking to open up to choosing to be responsible for change, and understanding others.
  
- 54) Bring a subject(s) to the table, be open to other's opinions and thoughts, no controlling, self aggrandizement or non-listening. Be polite and respectful of others. If unresolved, leave till another time.

- 55) Bring things up with your partner/team when they happen (or soon after). Don't let the problems stew over time, because that's sure to cause more problems and possibly suddenly blowing up over something small.
- 56) Bringing groups together to hold a candidate forum - gave all media attention, added to the publicity within the organizations and a well attended event.
- 57) Build or bust image process, DVD of Lazuris
- 58) Building a transition team to manage a minister transition
- 59) Building relationships with the people who will be impacted by collaborative decision making is important. I have found that spending time and affirming those impacted by the decisions to be very effective.
- 60) Chains do not hold a marriage together. It is threads, hundreds of tiny threads which sew people together through the years. ~Simone Signoret
- 61) Changing roles
- 62) Collaboration is the key to success in all our projects that involve others. It means giving up jealousy, competition, "oneupsmanship" in favour of the whole.
- 63) Collaboration with vendors, landlords and other partners to create agreements in which we all benefited during the economic crisis of the past 3 years
- 64) collaboration within our community to decrease risky behaviors in youth - in 5 areas of data - middle and high school use of alcohol decreased by 10% over 5 year period;
- 65) Communication effectively
- 66) Communication is key
- 67) Communication skills are the essential to the collaboration.
- 68) Communication on time and in detail
- 69) Conscious display of emotional intelligence (EI)
- 70) Consensus around values
- 71) Consistent encouragement for my team to strategically choose which tasks should be collaboration and which should be completed individually.
- 72) Cracking an appropriate joke puts people at ease.
- 73) Created Collaborative Law
- 74) Creative compromising - think of alternatives that might be beneficial to both
- 75) Critical mass of collaboration participants and collaboration content
- 76) Culture Savvy - working and collaborating across the globe
- 77) Decreasing the pressure by only expecting from myself and others the best they can do.
- 78) Demonstrate the vision in a or creative way. For example, I scripted and staged a wedding ceremony at an all-staff meeting to illustrate what will occur during the company's merger of people and cultures.
- 79) Dialogue -- 15 minutes each evening with my spouse
- 80) Dialogue as described by William Isaacs and others.
- 81) Discussing and or sharing thoughts about Communities of Practice, using tools online to gather thoughts and knowledge as repositorys
- 82) Discussing the tradeoffs and group enterprise think.
- 83) Don't jump to conclusions, don't assume.....when there are gaps in information, don't fill those gaps with what you think must have happened.....don't judge
- 84) Empathy
- 85) Ensuring that everyone's feel they are contributing - even when they are not!

- 86) Establish visible engagement and championing by top management of a team's objectives.
- 87) Fallacy of the 'mythical man month'
- 88) Five Dysfunctions of a Team
- 89) Five Dysfunctions of a Team is a useful read...
- 90) Focus first on identifying common ground when ever possible.
- 91) Focus on what the collaborators bring that complements one another's strengths.
- 92) Focusing on the common good in the outcome. What will be good for all even if each of us has to give up something. What are the benefits of working together and how do we make it a positive, growth process for everyone.
- 93) Focusing the team on common goals
- 94) Forums that show an interest in the cohesiveness of group work
- 95) Getting Things Done, by Dave Allan. Links doing with working as a team and gives a practical process to managing work and life balance in a holistic way.
- 96) Give and take
- 97) Go through a book or material together.
- 98) Goal is to work toward Win/Win outcomes (per Stephen Covey). Mutually share ones "wants" & " needs" and mutually and collaboratively work toward achieving each other's wants & needs ...
- 99) Group teams
- 100) Have a roundtable where everyone verbally announces at least one compliment to each peer with regard to what they value in that individual.
- 101) Having all parties define the terms and words that are being used to build the collaboration.
- 102) Hear the whole story
- 103) Hmm ... well, in the world of non-profit music performances, we created a series called the Tour of Champions, we had 8 groups involved and despite the odds ... we did well, financially and from an experiential standpoint.
- 104) Honesty and down to earth collaboration.
- 105) Honesty and full disclosure
- 106) Honesty and vulnerability are important- let others know you are risking something. Also, letting people know that you are contributing something, that it's worthwhile for them to be involved with you/demonstrate value. Acknowledging the value of others
- 107) Humor
- 108) I always try to apply a win win situation in all my collaborations.
- 109) I am a believer in two minds are better than one. This is a reminder statement I use to promote collaboration effort.
- 110) I am still enamored with Kent Keith's Anyway - The Paradoxical Commandments.
- 111) I believe collaborating is about sharing a diversity of ideas. Listening to the other person communicate their idea, keeping an open mind, compromising and negotiating is key at work and at home.
- 112) I believe in listening carefully to the other person and seeing situations from their view point.
- 113) I enjoy how synchronicity so often is part of daily life. A possible solution often presents itself from unforeseen channels "just at the right moment" when we open ourselves to seeing, hearing, being available to it.

- 114) I experience a high ROI when I align team members and customers with the organization's vision and values.
- 115) I find Bohemian dialogue useful.
- 116) I have proposed ideas for compromise that have been well received to varying degrees.
- 117) I like the quote, "It's amazing what you can get done when you don't care who gets the credit." I think this works well in collaborative teams.
- 118) I love IDEO's anthropology methodologies that require you to think out of the box and identify the unmet needs of others.
- 119) I project manage a lot of enablement activities and letting the team know that the delivery date was a team commitment vs. a date I pulled out the hat really worked. They looked at it as something they set vs. something I determined and it made it easier
- 120) I provide timely information and feedback. I listen and reflect my understanding.
- 121) I read crucial conversation 3 times plus listen Audio book
- 122) I sent out a tip of the week on our new processes. It goes to all the teams, so everybody is in agreement, and can comment or update the process.
- 123) I started up a patient care experience project that focused on a multitude of departments working to improve overall efficiency and service. This required extensive collaboration and influence to accomplish goals. This is now seen as a best practice
- 124) I think respect, open mindedness and effective communication are the three core qualities I would carry along in partnerships. Also I will consider one's intention/purpose to decide whether this partnership could be continued.
- 125) I took a kid's program to whole new level - a scavenger hunt that involved downtown businesses struggling to survive and asked families to be a part of this revitalization effort in a fun and innovative way.
- 126) I try to get other members involved by getting their input and making them feel that they are valued.
- 127) I try to maintain an intent to learn in every conflict (i.e. the bumps in collaboration) -- rather than protect or control the situation unilaterally. Chris Argyris' books have been especially helpful.
- 128) Ice breakers to build relationships... creating a "safe space" where rank doesn't matter so ideas can flow freely
- 129) Identifying disparate values
- 130) If there is resistance, tie it to comp - and then it typically grows organically
- 131) I'm rolling out a model of programming that will take buy-in from the entire agencies. I have had to remind myself repeatedly that baby steps are okay and that lasting change will come from on-boarding people little by little not all at once.
- 132) implementing policy governance
- 133) In most things in life, it is not a question of being right or wrong. It is respecting the fact that we all have opinions, some of which I may agree with, some of which I may not. And that it is OK to agree to disagree.
- 134) In my marriage, open communication, respect, common objectives and the believe we have something very special to care.
- 135) In Taoism, wisdom is construed as adherence to the Three Treasures: charity, simplicity, and humility. Knowing others is intelligence; knowing yourself is true wisdom. Mastering others is strength; mastering yourself is true power.

- 136) Increased communication through several methodologies
- 137) Integrity. Admitting when you are wrong, confused and identifying next steps (including ambiguity in the unknown) to work through to next set of steps, planned outcomes.
- 138) Interest based discussions to find the unifying core before building out tasks, activities and assignments
- 139) Invited to view a collaborative session, for example, and or led by example.
- 140) Inviting others to share in brainstorming, honoring their contributions
- 141) It seems pretty basic to me to trust your intuition, stay centered, and be present. You will miss opportunities for collaborative solutions if you make it about yourself.
- 142) I've come to love open spaces conferences, because they seem to really inspire the creativity and participation of people and ideas that don't usually get air time.
- 143) I've utilized ideas as presented by Stewart in past collaboration- highly effective!
- 144) I've worked as MENTOR for a number of individuals that always remember the values that I've transmitted to them back then.
- 145) Joint commissions
- 146) Just about everyone like pizza and beer - I always setup a team gathering with clients and internal customers to have a celebration when timelines are met. This build moral and allows for others to see you outside of work.
- 147) Just listening to each other in a long-term marriage and having practices that allow us to "reboot" from frustration to clarity; an agreement that either of us can ask the other to "reboot" without having to explain why we request that. It's a simple prac
- 148) Keep process focused on community interest and needs.
- 149) Know what your team wants as individual then provide a way for them to get it.
- 150) Know your people that you are collaborating with
- 151) Lead by example with open and honest sharing of understanding (or misunderstandings)
- 152) Leading by example
- 153) Let the others see how this collaboration is good for them
- 154) LISTEN
- 155) Listen
- 156) Listen
- 157) Listen actively; confirm understanding--powerful connection when another person feels you've REALLY listened to them. Give before you get (provide value first before seeking it from others)
- 158) Listen effectively before responding. Understanding what the person is really saying.
- 159) Listen first, and then use questions to redirect or educate on non-functional ideas/proposals instead of "because" (meaning, "Good idea, but that won't work because...").
- 160) Listen first, to make sure you are understanding what is really being said.
- 161) Listen more, talk less -Consider all options seriously -Accept failure, without failure you can't be successful
- 162) Listen to other's good ideas and promote them
  
- 163) Listen to understand what others want need and figure out how to provide it while communicating what I need and asking to partner in mutual delivery. Book: Facinate by Sally Hogshead and The Speed of Trust by Steven Covey.

- 164) Listen. Do not be afraid to hear ALL the messages lying within the words. Then you know exactly what needs to be said and done.
- 165) LISTEN. Genuine praise. Enthusiasm is contagious. Keep your perspective, stay calm under pressure (don't take it personally or be defensive). Optimistic, forward-looking, positive attitude, attracts like manners.
- 166) Listening
- 167) Listening
- 168) Listening and attempting to see the other person's perspective.
- 169) Listening is the #1 best practice in my opinion. People want to be heard and understood even if I don't agree with what they are saying.
- 170) Listening skill are key to collaboration. When people know you care enough to listen to them they find it easier to collaborate.
- 171) Listening to other points of view, considering options before deciding
- 172) Listening, accepting, and appreciating others ideas and contributions
- 173) Listening and flexibility. Restating their thoughts to make sure I understood correctly.
- 174) Look for win-win solutions
- 175) maintaining a sense of humor
- 176) Make the effort to reach out to new potential collaborators. Don't just go back over and over to your normal team.
- 177) Making a personal connection
- 178) Mentoring and modeling
- 179) Mind mapping - organized brainstorming. Letting the ideas be heard and examined as options.
- 180) My ability to create win/win/win partnerships where everyone wins.
- 181) My deeds is who I am, taking personal responsibility of my own action/creation. Everyone has a different perception of her own reality and value.
- 182) My son is ADHD and I decided not to put him under medication. Instead I change his diet, I am doing exercise with him. I do not have TV at home because don't want him to be that much influenced with all media violence
- 183) Negotiating a win - win where both compromise
- 184) Never blame others but work on yourself. If you change then surcumstances change
- 185) Never, never, never give up. When you are going through hell, keep going. W. Churchill
- 186) Not speaking first. Letting the other person or people vent/share their issues.
- 187) not sure
- 188) One collaboration idea is community projects in getting youth and their families involved in the health care industry.
- 189) One collaboration idea that has worked for me in my marriage is to ask questions to draw out the meaning behind a statement or comment. Working together to uncover the root of things rather than always taking them at face value.
- 190) One collaboration idea that I have seen be very powerful is the Intellibanks(tm) tools that I am using with Empower Ecosystems. It is the integration of both technology and people related processes that help teams work on common issues/projects.
- 191) One of my favorite books is The Four Agreements (Ruiz). This serves as a reminder not to take things personally, and that sustainable relationships are investments of our time and efforts.

- 192) One of the best books I have found is: The Collaboration Challenge: How Nonprofits and Businesses Succeed Through Strategic Alliances
- 193) Open communication
- 194) Open communication
- 195) Openess to listen and reflect upon what others have said/proposed; willingness to giving new ideas a shot.
- 196) Openly communicate any disagreements at the time they arise. Waiting to voice concerns leads to grudges and poor interaction. Even if you don't prevail in your position, this approach fosters an environment of open and honest interaction without fear.
- 197) Orman
- 198) Our online collaboration process to create the Core Principles for Public Engagement (ncdd.org/pep) included a lot of best practices and lessons learned
- 199) Pat Lencioni's book - The Five Dysfunctions of a Team - especially it's foundation on trust. Also Vital Smarts - Crucial Conversations with the focus on content, telling stories, patterns, etc.
- 200) PeaceMAP (Peace through Maximum Agreement Procedures), collaborated on a Peace and Environmental Platform with many endorsers.
- 201) Powerful listening and getting my ego in check
- 202) Promote Win/Win or no deal, good to think/do things differently.
- 203) Putting aside what I may think, no matter how convinced I am, and carefully listening to other's points of view and discussing them.
- 204) Putting others' needs first. In doing so, my needs are most often met as well.
- 205) Quantum physics and evolutionary biology show that we are all connected energetically and the total is greater than the sum of the parts. So collaboration unleashes energy from the system that fosters innovation.
- 206) Read "The Seeds of Innovation" by Dr. Elaine Dundon
- 207) Reading articles, sharing with coworkers; tips
- 208) Remaining quiet when others NEED to speak
- 209) Remembering that everyone's starting point is often different from yours
- 210) Respect
- 211) Respect for others
- 212) Role play the place of another. Living into another's reality.
- 213) See beyond the current reality - look far afield; connect current work with future possibilities and realities; tie into practical work of individuals and allow them to design connections.
- 214) Seeing or learning about the situation/issue/project from other members' perspective.
- 215) Seek first to understand.
- 216) Seek win/win solutions
- 217) Serve with humility, be open to learning, get out of the way :)
- 218) Share vision
- 219) Social networking
- 220) Start sessions with music, every time, start sessions with "R-E-S-P-E-C-T Find out what it means to me R-E-S-P-E-C-T..."
- 221) Start with getting to know each other rather than jumping straight into the task



- 222) Starting with a formalized, written proposal of what is expected. this ensures all parties involved at the same beginning point.
- 223) Starting with common ground, then listing out "agrees" and "disagrees." Then, working together to move each of the disagrees to the other column.
- 224) Structured Activities that enable full participation. Asking the right questions. Providing space for deep discussion of the gathered data and finally group agreement on vision and next steps - being sure to make them achievable.
- 225) Study of non duality
- 226) Tackling the problem together and not letting one person feel singled out, or like it was every man for himself.
- 227) take all the time that is needed, don't rush the decision making
- 228) Take time - to learn about your fellow collaborators and why they're involved with the process. Knowing this about one another can help with managing expectations and work.
- 229) Taking responsibility for my part in every relationship
- 230) Talk less & listen more. Watching my non-verbal communication closely. Enjoy working under pressure.
- 231) Team up with partners for doing analysis to make the business supported being successful
- 232) team webinars to review weekly and monthly plans and discuss ideas to maximize success
- 233) The ability to acknowledge occasionally being judgmental and exhibiting bad behavior. I decided to make a commitment to change to act like and be the person I want to be. I found Robert Sutton's book, " The No Asshole Rule" to be helpful.
- 234) The ability to agree to disagree
- 235) The Art Of War has always provided me with useful wisdom when dealing with others
- 236) The Big Leap - Guy Hendricks Collaborative strategic planning technologies - trust the process Sustainable Values Set<sup>®</sup> decision-making that mimics nature
- 237) The book the power of positive thinking changed my view on enabling change.
- 238) The insight (from Peter Block) of the leader as host.
- 239) The insights in the book "Tribal Leadership" have been invaluable to me. Particularly the power of "TRIADS" -simultaneous three way communications. A tool that really takes the attention of self and onto the joint objective.
- 240) The most important thing in life are healthy relationships, starting with knowledge of self and having an internal locus of control. Crises, like power, hinge on the following formula where A=crisis and B=individual: The power of A = the dependency B has on A
- 241) The one collaboration idea is to openly communicate what you are working on. I've found that when I choose to be open it allows me to share, especially with people who are different than I am, the ability to walk away with new perspectives and discover way
- 242) The Three Conversations by Michael Jones (Unpublished, [www.pianoscaples.com](http://www.pianoscaples.com)). Jones' work has inspired me to think about how we are communicating with each other and being relations. It's about moving beyond preservation to a place of re-generatively which i
- 243) The use of collaboration tools with remote team members
- 244) Time management, Being able to be organized and schedule your meeting based on high priority and effectively manage your time accordingly.
- 245) Tips in getting the other person in a conflict situation to get to where they need to be to reach agreement
- 246) To better understand my way of interacting with others and to better communicate, I

- use the Talent Dynamics profile. It helps me stay in flow and focused on my strengths and others.
- 247) To think of life, marriage and work as a 3 legged race. It takes collaboration/communication/teamwork with God, spouse and co-workers to make each one work.
- 248) To work together we must listen to each other. We can understand and value other points of view even if we do not agree.
- 249) Today, we need to work together. I am trying to build a business partnership between three consultancies that each of them have different or complementary skills. It is not easy to combine but I do believe that is the new trend in consultancies.
- 250) Treat everyone with respect and have empathy for their situation.
- 251) Try to imagine the implications of an idea/effort from a partner's perspective
- 252) Trying to "walk in others' shoes". "When Bad Things Happen to Good People" The New Testament
- 253) Understand what each person has to offer and don't expect what they can't give
- 254) Use improvisational exercises as ice breakers, intros, and segues and teaching tools. "You can discover more about a person in an hour of play than in a year of conversation." €” Plato
- 255) Using stories to demonstrate or illustrate your point.
- 256) Using the material from "5 Dysfunctions of a Team" by Pat Lencioni to develop a stronger leadership team.
- 257) Volunteer work as chairperson for American cancer societies annual golf championship fund raiser.
- 258) Ways to understand the need
- 259) We have been married for 41 enjoyable, wonderful years.
- 260) We have only one mouth to talk, but two ears to listen so we should focus on an effective listening before we can express our ideas for an effective collaboration.
- 261) We operate by consensus NOT majority rules. In consensus, question to answer is, "Can you live with it (the decision)?" There are no losers. In majority rules, question is, "How many in favor?" Losers often undermine the work, people, team,goals, etc.
- 262) Well defined roles & responsibilities
- 263) What I like to remember is, thoughts become things, and, perspective is fundamental to understanding
- 264) When I meet with groups I often ask at the beginning "what are you most proud of?". this is before the traditional introductions. it helps find peoples passions and set a tone of why people are in attendance.
- 265) When you create the optimum environment for another to discover their TRUE SELF, you simultaneously activate and express your own.
- 266) When you make people feel like their contributions are valued and will be used, they are much more likely to be willing to collaborate. This includes simple methods we all have learned about, for example, active listening.
- 267) Willing to do the required leg work; leading by example
- 268) Willing to listen carefully to others.
- 269) Willingness to brainstorm about ideas outside the box and giving them a try.
- 270) With new members, willingness to explain 'why' so that they understand and can fully participate

- 271) Within a department, creating a checklist with stakeholders identified. Before the next meeting is planned or action plans implemented, the individuals identified are invited into the conversations.
- 272) Wondering if any form of collaboration is possible without some form of understanding/ synthesis of oneself.
- 273) Working hard at personal sacrifice (time, attention).
- 274) working towards inspiring a shared vision through conversational education
- 275) Working with a children's foundation for children who have medical needs has open up my heart to fulfill their wish. The Art of Leadership has provide quality information to those who have a desire to lead.
- 276) Working with other 501 (C) 3 agencies to put on a major conference called '24.'