

Collaboration

Definition

Builds and fosters collaboration inside and outside the organization; works together with others towards common goals to contribute to team and organizational performance; supports individual's and team's success by breaking silos, sharing information, connecting people and mobilizing key resources.

#Connecting #Network #Communication

Mindset

WE NEED LESS OF THIS	WE NEED MORE OF THIS
Working in silos, not sharing information with team members or colleagues.	Approaches new ways of working by making use of communities and networks, groups of peers or virtual teams for example Teams, SharePoint.
"I don't have time to support others, I have so much to do."	"How I can contribute to my team or colleagues' success."
"Sharing and collaborating with colleagues outside of my workspace is complicated and takes time, I prefer to work only with those seating in the same physical environment."	"I am working on this project, who could I reach out in the organization to share ideas and best practice?"

Collaboration

Behavior anchors

1. Emerging

- Understands that building internal networks and establishing relationships at work are important.
- Regularly shares information within the team and stays abreast of the activities of others.
- Makes use of virtual tools to work with others on shared objectives, knowledge share and gather information to learn from others often beyond their own business area.
- Places higher priority on achieving team goals than own personal agenda.
- Is honest and transparent in all interactions, to build strong working relationships.

2. Evolving

- Acts as a connector, readily seeking and identifying individuals across the organization who can enable better joint business solutions.
- Communicates clear and concisely at all levels, makes use of active listening to ensure everyone is heard.
- Exchanges viewpoints, ideas and information with others and asks for their feedback
- Motivates, supports, and recognizes others in achieving common business goals.

3. Influencing

- Overcomes boundaries, barriers or silos within the organization, encouraging network and knowledge sharing to achieve common goals.
- Advocates the importance of building and maintaining internal networks, encouraging teams and colleagues to do the same at all levels in the organization.
- Actively seeks different perspectives as a basis to make solid decisions, creating environments for others to share their knowledge and viewpoints.
- Motivates others to support each other, strive at work and celebrate each other's success.

4. Transforming

- Demonstrates interpersonal sensitivity, curiosity, and diplomacy by effectively adjusting their own style among diverse stakeholders, functions, people, and work environments.
- Inspires others to create collaborative working environments and new ways of working together to achieve shared business goals.
- Personally engages in promoting collaboration, team spirit, and networking at Konica Minolta.
- Uses digital platforms available to them to bring people together and celebrate others' successes openly across the business.
- Proactively builds long-term working relationships within and beyond the organization to advance shared goals.

Collaboration

How it helps



Me

Peer support, share best practice, speed of information, real time exchange and feedback.

By being collaborative, I will be able to share and receive best practice advice in real time.



My Team

Reach out to others and share best practice; utilize skills and experience.

By collaborating more with my team and other colleagues from other departments, we will all learn from each other and create a strong community of talented people around us.



Konica Minolta

Break silos, leverage synergies, knowledge sharing across regions, faster time to market and customers

By collaborating stronger together, we will be able to leverage synergies across the regions and be faster to our customers.