



# Collaboration

01

Creating and delivering on shared goals through influence and cooperation

02

Initiating and maintaining relationships with others

03

Leveraging multiple perspectives to work towards common outcomes



COLLABORATING WITH AND INSPIRING OTHERS

# How You Learn

**Reflecting** on the definition of Collaboration, consider suggested activities on the next page to build this leadership capability. Create a personalized plan that provides you with the right blend of formal, social, and action learning.

## ● Formal Learning

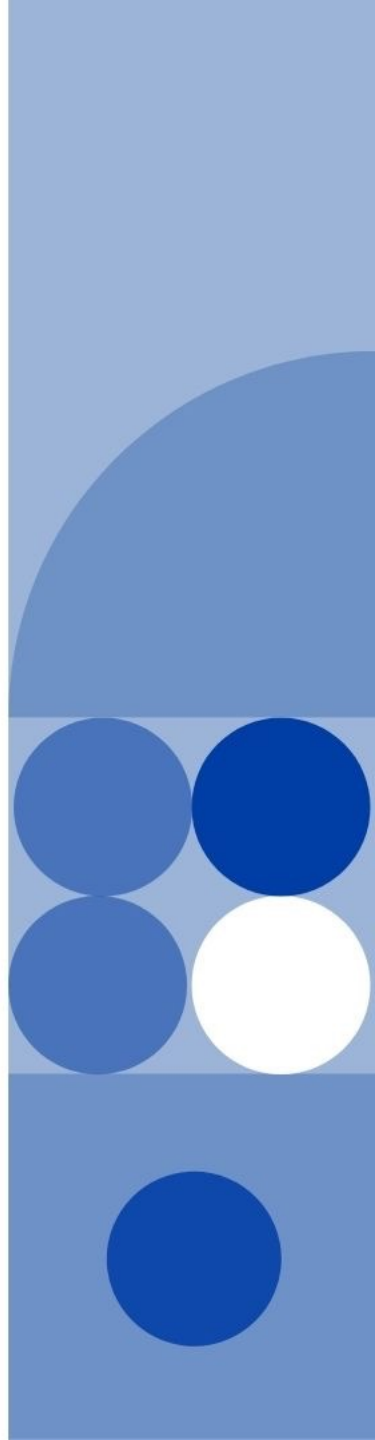
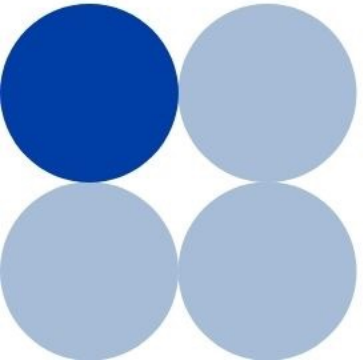
10% of learning is structured. This may include classroom training, eLearning, courses, articles, books, podcasts, and self-reflection surveys.

## ● Social Learning

20% of an individual's skill development comes through social learning opportunities like mentorship, coaching, collaborative opportunities with peers.

## ● Action Learning

70% comes through on-the-job experience. Experiential learning allows an individual to immerse themselves in the nuances of their role, refine skills, and work their way through real challenges.



# Action Learning

- **Create an opportunity to collaborate with a team member you wouldn't typically work with to achieve a shared goal**  
  
Observe each others' behaviour style and flex your style as required  
  
Ask for and share feedback during and after the experience
- **In advance of a decision, seek multiple perspectives and brainstorm ideas that will enhance the outcome**
- **Identify your most challenging relationship at work**  
  
Get curious about your filters and why the relationship is challenging  
  
Identify strategies to improve the relationship, action that plan, and reflect on the outcomes

# Social Learning

- **Ask a team member to let you shadow them during a team huddle, project meeting, or negotiation**  
  
After shadowing, discuss your observations on their influence and cooperation behaviours to gain greater insights
- **Ask team members how a joint initiative is going and what could be better**  
  
Does their interpretation of the project accomplishments align with yours?  
  
If not, determine where your viewpoints differ and if there's a better way to communicate short-term and long-term goals to the team
- **Conduct a 1-on-1 conversation with a key internal or external stakeholder ahead of a negotiation or meeting to identify what drives them**  
  
Are they motivated by the same things you are?  
  
If not, determine an influence approach that works better and adapt to that approach to gain alignment

## Formal Learning

Click on the links below

### [Your Negotiation Mindset](#)

eLearning

### [Negotiation for Mutual Agreement](#)

eLearning

### [Strategic Negotiations](#)

Workshop

### [Developing Your Influence Approach](#) (Workshop – 2022 release)

### [Being a Connector Leader](#)

Infographic

### [Influencing as a Leader](#)

eLearning

### [Exercising Influence](#)

Workshop

### [Team Collaboration](#) (Workshop - 2022 release)