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## Meeting assets for Jerry Michalski's Zoom Meeting are ready!

**Zoom** <no-reply@zoom.us>                              Thu, Sep 11, 2025 at 10:06 AM
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**zoom**

# Meeting assets for Jerry Michalski's Zoom Meeting are ready!

Hi Jerry Michalski

The following assets for the meeting - Jerry Michalski's Zoom Meeting are now available.

## Meeting summary

### Quick recap

The group explored various definitions and understandings of collaboration, discussing how it differs from teamwork and examining examples across different contexts including social entrepreneurship, corporate settings, and indigenous land management practices. They examined alternative approaches to collaboration and resource management, including nonlinear models and the challenges faced by nonprofits within the philanthropic system. The discussion concluded with insights about the nature of deep collaboration, including its rarity and the importance of shared understanding, relationships, and communication in successful group efforts.

### Next steps

- Jerry: Share a link to the "ugly oranges case" negotiation example online.
- Scott: Continue developing his thesis on the distinction between collaboration and teamwork.

### Summary

### Exploring Collaboration vs. Teamwork

The group discussed different definitions and understandings of collaboration, with Scott proposing a distinction between collaboration and teamwork, emphasizing that true collaboration involves unique individuals coming together to create something new, while teamwork involves assigned roles that can be filled by interchangeable individuals. Kevin shared his experience with social entrepreneurship and the importance of coordination in achieving group goals, while others, including Gil and Jerry, highlighted the complexity of human interaction and the challenges in defining collaboration precisely. The conversation explored various examples, from movie-making to corporate settings, to illustrate different forms of collaboration and teamwork, with no clear consensus reached on a unified definition.

### Alternative Collaboration and Resource Models

The group discussed alternative approaches to collaboration and resource management, with Doug sharing examples of nonlinear, non-proprietary models like a Nigerian attorney's nonprofit foundation that acts as a conduit rather than a closed system. Jerry cited Bill Gammage's book "The Biggest Estate on Earth" to describe Aboriginal land management practices in Australia, which involved mobile communities managing the landscape through active collaboration rather than ownership, until European colonization disrupted these systems. Kevin countered that nonprofits are not inherently industrial but are constrained by the philanthropic industrial complex, particularly through program grants that create artificial scarcity and limit cooperation between organizations.

### Challenges of Deep Collaboration

The group discussed the nature of collaboration, with Scott and Shawn emphasizing how deep collaboration is rare and challenging, particularly when groups grow beyond two participants. They explored how true collaboration involves a delicate "mind melding" of shared understanding and purpose, which becomes increasingly difficult as group sizes increase. Jerry and Mike contributed insights about "sinus" (a term coined by Brian Eno) and swarm innovation in Chinese manufacturing, highlighting how successful collaboration often requires specific conditions including shared goals, common language, and the ability to drop egos, while Mike also noted that intellectual property can be a barrier to genuine collaboration.

### Essentials of Deep Collaboration Framework

Ken shared his framework for collaboration, outlining four essential conversations: shared meaning, generating possibilities, coordinating actions, and after-action review. He emphasized the importance of building relationships and exploring fulfilling ways of working together before attempting to coordinate actions. Ken also discussed how collaboration with the environment and within communities can lead to sustainable practices and shared success. The group explored how deep collaboration can lead to a sense of unity and shared purpose, with Scott highlighting the intimate nature of truly collaborative efforts. Gil shared an example of using creative thinking and bold imagination to expand the possibilities for regenerative agriculture.

### Understanding and Mastering Collaboration

The group discussed the nature and challenges of collaboration, with Gil emphasizing that collaboration is a skill that can be developed through experience and highlighting the importance of understanding underlying motivations and shared goals even in seemingly opposing perspectives. David shared insights from his experience with open collaboration projects like Wikipedia and Linux, noting that successful collaboration often requires a clear business model or personal benefit that motivates participation, while Scott raised concerns about the misuse of the term "collaboration" in contexts where it's more about coercion than genuine teamwork.

### Collaboration and Conflict Resolution Strategies

The group discussed collaboration and conflict resolution, with Scott defining teamwork versus collaboration and Ken introducing the concept of "collaborative reconciliation" based on etymology. Doug shared a practice of pausing when someone is triggered to allow them to share their experience without interruption, emphasizing the importance of addressing internal conflicts to prevent future issues. Jerry announced he would be in the Bay Area next week and offered to hand off the call if someone wanted to volunteer to lead it.

### Types of Effective Collaboration

Pete shared his experiences with two types of collaboration: a sales team dynamic where team members seamlessly pass topics back and forth during pitches, and open source software contributions through pull requests, where he could contribute meaningfully to projects without needing deep personal connections. Stacey highlighted the importance of discussing the concept of credit and ownership in group work, while Gil drew parallels between basketball teamwork and musical improvisation, emphasizing how shared language and syntax enable effective collaboration. Kevin brought up the challenge of collaborating against opposing forces, specifically mentioning their work against the Tourism Development Authority's fund allocation for marketing rather than workforce housing.

### Collaboration Insights and Dialogue Practices

The group discussed the nature of collaboration and its limitations, with Ken sharing insights from his experience with the World Cafe dialogue process and the Dunbar number, which suggests optimal group sizes for coordinating action. Ken also shared a story about indigenous peoples using dialogue to restore balance without modern planning tools. The conversation ended with Ken reading a poem about the importance of silence and deep breathing in connection with others.

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