

# High Performance Collaboration: 5 Proven Strategies for Success

## Learning Objectives

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- Understand the Meaning and Importance of Effective Collaboration in Today's Complex Work Environments
- Define and Differentiate Cooperation, Coordination and Collaboration
- Gain Awareness of the Five Key Behaviors Research Shows Strongly Correlate to Effective Collaboration
- Identify Your Individual Collaborative Strengths and Areas for Development Including What It Means to Go "Above and Beyond"

## The Need for Collaboration

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- Understand How Collaboration Is Necessary in Today's World
- Determine Where Collaboration Is Integral to Your Success

## Differentiating Collaboration

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- Understand the Distinctions and Relationships between Collaboration, Cooperation, and Coordination Concepts
- Recognize How Each Concept Drives Different Behavioral Mechanisms
- Understand the Course Model for Collaboration Behaviors

## Assessing Your Collaboration Q

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- Understand Personal Collaboration Q
- Form a Preliminary Assessment of Where It Can Be Improved

## Planning and Monitoring Behaviors

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- Understand How Mutual Planning and Monitoring Are Essential for Collaboration
- Use the Disc® Assessment to Understand How Personality and Roles Relate
- Understand Role and Goal-Setting Theories
- Understand the Monitoring Process

## Problem-Solving Behaviors

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- Understand How Problem-Solving Is Unique Criterion for Collaboration
- Understand Dual-Concern Theory
- Understand Joint Problem-Solving Process

## Supporting Behaviors

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- Understand How Supportive Exchanges Are Essential for Collaboration
- Understand “Support” and How to Differentiate between Instrumental and Emotional Support
- Understand the Different Types of Helping and How It Differs from “Support”

## Accountability Behaviors

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- Understand the Factors That Create Social Loafing
- Understand the Interrelationship between Goal Acceptance and Accountability
- Understand the Accountability Building Process

## Communicating Behaviors

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- Understand the Communication Model
- Recognize Problem Areas and Impediments to Clear Communication in Collaborations

## Moving Forward with a Collaborative Mindset

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- Develop an Action Plan to Apply to a Specific Collaborative Challenge