

RADICAL COLLABORATION

Five Essential Skills to Overcome Defensiveness and Build Successful Relationships

JAMES TAMM and RONALD LUYET

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The Web site for this book is at www.radicalcollaboration.com.

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MAIN IDEA

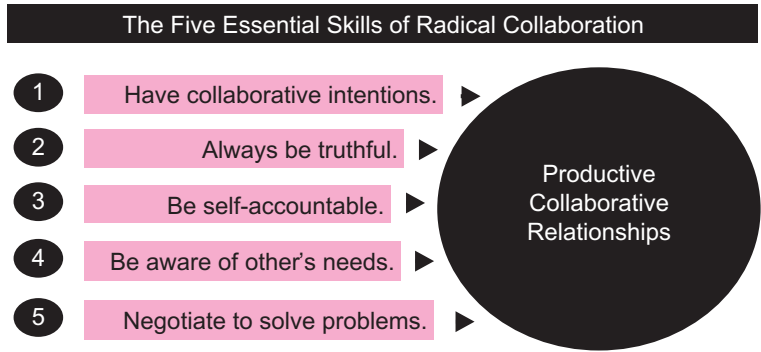
In today's networked world, being able to add value by collaborating effectively with others has gone beyond being nice to have to become a new business imperative. The collaborative capital of a company is now of equal importance to its intellectual and financial capital.

Significantly, collaboration cannot genuinely be mandated from the top. Instead, it must begin within the mind-set of the individual and then work its way out into the organization as a whole. The five essential skills of collaboration are the personal skills around which sound and productive collaborative relationships are built.

So what it is about this methodology that is radical? Radical collaboration works from the inside out rather than being imposed from on high. It requires that an individual have the right mind-set to begin with, then moves outwards into individual relationships and from that base this collaborative intent then moves into team and organizational settings. Unless you master and integrate the five skills of radical collaboration at a personal level first, you'll be unable to use them in a group setting with any degree of success.

"Radical collaboration teaches methods to significantly improve your own collaborative skills, so that if and when you chose to build a collaborative relationship, you know how to. If your heart and your head are not in alignment, or if you are unauthentic or defensive, collaborative strategies will become just another flavor of the day. The right attitude, telling the truth, self-awareness, being accountable, and skillful problem-solving make a difference, regardless of the nationality, culture, size, or nature of the organization."

– James Tamm and Ronald Luyet



Skill #1 – Have collaborative intentions. Page 2

Be non-defensive, authentic and open to negotiating win-win agreements. Make a personal commitment that you won't enter into any new agreement unless it has substantial mutual benefits. Have enough self-awareness to take note when you're becoming defensive and do something about it.

Skill #2 – Always be truthful. Page 3

Commit to always tell and listen to the truth. Create a climate of openness where others will feel comfortable enough to discuss the real situation and deal directly with difficult issues rather than attempting to sweep things under the carpet. View the truth as the ultimate deal simplifier.

Skill #3 – Be self-accountable. Page 4

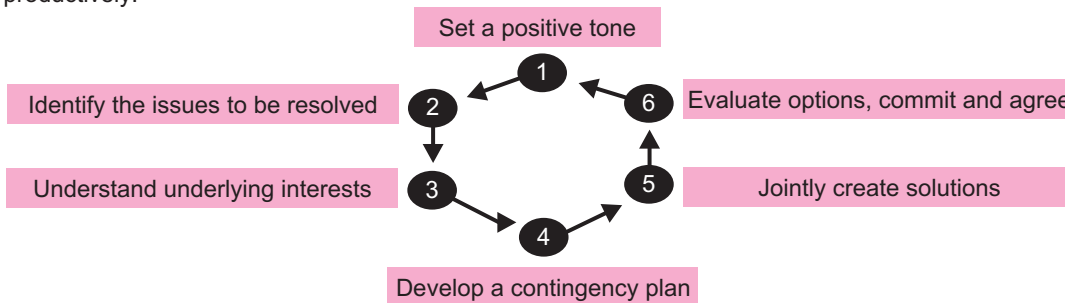
Take full responsibility for your circumstances. Recognize you are where you are because of past choices, inactivity or the unintended consequences of previous decisions. Focus more on finding a solution and less on deciding who is to blame. You always have more choices than you think to move forward, so take full advantage.

Skill #4 – Be aware of other's needs. Page 5

Know yourself sufficiently well enough so you can deal with difficult interpersonal issues. Try to understand where others are coming from in more detail – their concerns, their intentions, their motivations and the context of their circumstances. Understand your own behavioral drivers so you can strengthen the relationship and move forward.

Skill #5 – Negotiate to solve problems. Pages 6 - 8

Negotiate your way through the conflicts that will inevitably arise in any collaboration. Use problem-solving methods that promote a cooperative rather than an adversarial atmosphere. Follow a six-step methodology for resolving differences that will strengthen rather than destroy the desire to work together productively:



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