

Forces for Good

Becoming an Agent for Creative Collaboration

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*Every day you play with the light
of the universe.*

Pablo Neruda

*There are years that ask
questions and years that answer.*

Zora Neale Hurston

Forces for Good

Becoming an Agent for Creative Collaboration

Wherever You Are Is Called Here!

Part 1



Unprecedented Change, Complexity & Uncertainty

Wherever You Are is Called Here! Part 2

**Strengthen civil society
groups**

Launch a new team

**Merge independent
nonprofits**

Rebuild a troubled team

**Opportunities
to grow
Creative
Collaboration**

**Build Alliances,
Coalitions, Partnerships**

**Onboard & integrate
new team members**

**Scale up a whole
organization**

**Use cross functional
teams**

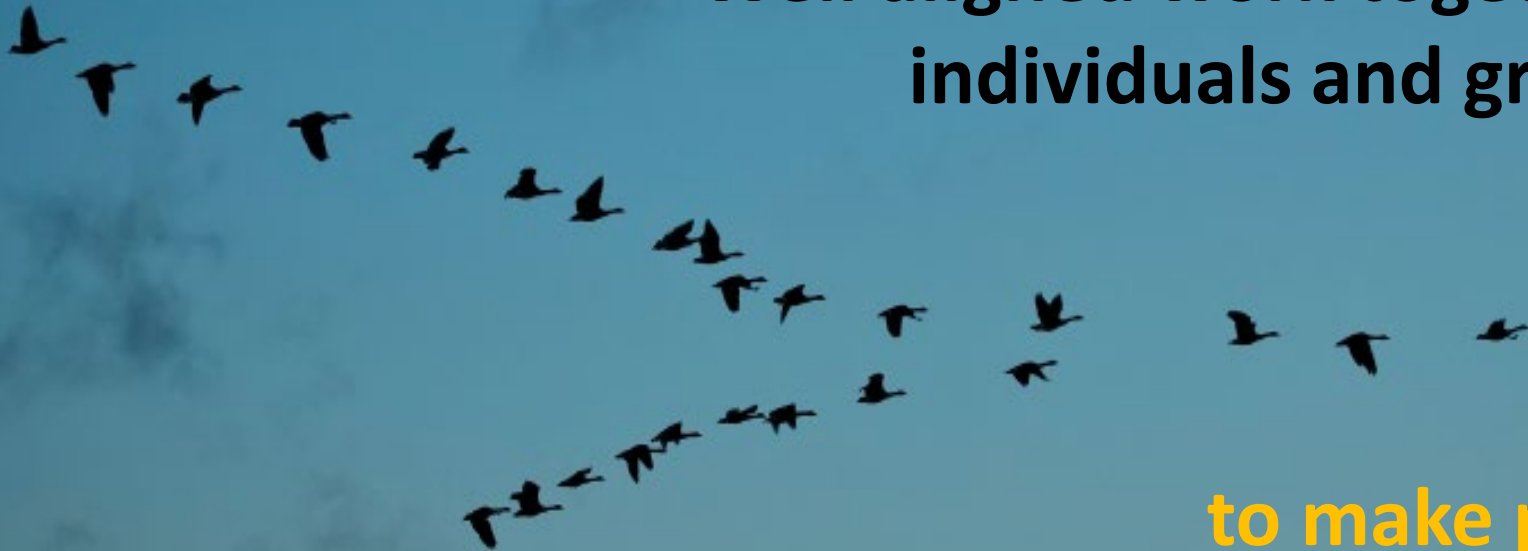
Key Questions

- **FOCUS – What is Creative Collaboration and where is it relevant in your life?**
- **MEANING – Why does it matter to you and your organization, team, or group?**
- **RECOGNITION – How does Creative Collaboration work?**
- **RESPONSIBILITY – How can you help design and build creative collaboration?**

What Is Creative Collaboration?

**Well aligned work together by
individuals and groups...**

**to make possible
what cannot be accomplished
separately**



Creative Collaboration Blueprint

Mindset

Heartset

Increase Capacity BY DESIGN

**Force
Multiplication**

Skillset





**Predictable,
Constructive
Behavior**

Consensus

**Conditions for
Collaboration**

**Shared
Responsibility**

TRUST

Interdependence

Simple Respect

Activity #1 Recognize the Conditions Needed to Build Creative Collaboration

- Turn to page 3 in the workbook
- For each condition: read the description and:
 1. Rate your team's current level
 2. Identify which of the described behaviors you are willing to contribute to build the capacity to collaborate in your organization, team, or partnership.

Adaptive Capacity is Essential to:

- **Navigate** waves of change & complexity
- **Leverage** limited human & material resources
- **Increase** learning velocity to improve faster

How Does Creative Collaboration Work?

Cultural Characteristics

Integrity (Heartset)

Psychological Safety (Heartset)

Learn-It-All (Mindset)

Open to Change (Mindset)

Skillset Practices

How we talk, listen, & learn

How we plan together

How we make key decisions

How we work out differences

**S
W
I
N
G**

***Generates "LIFT"
aka Force Multiplication***

What is Psychological Safety?

The shared belief by members that the environment is safe for interpersonal risk taking, i.e. that one will not be embarrassed, humiliated, or punished for speaking up with ideas, concerns, questions, and mistakes.

Activity #2 Assessing the Cultural Characteristic of Psychological Safety

- Turn to the Assessment Handout, Page 2
- Read the introductory paragraph.
- Read the second paragraph with a definition of Psychological Safety
- Pick a frame of reference. An individual team or the organization as a whole.
- Review statements 9-16 and make a quick assessment.

Key Elements of Learning Conversation (Dialogue)

Shrinking the Zone of
Engagement

"Holding Back"
(Low Honesty)



"Dominating"
(Low Inquiry)

Expanding the
'Grow Zone'

***State Position
with
Reasoning
(Straight Talk)***



***Ask them to
'test' your
perspective &
then learn theirs
(Inquiry)***

Activity #3 Assessing the Core Practice of Dialogue

- Turn to the Assessment Handout, Page 4
- Read the introductory paragraph.
- Pick a frame of reference. An individual team or the organization as a whole.
- Review statements 25-32 and make a quick assessment.

*Give me a lever long enough and a
fulcrum on which to place it, and
I will move the world.*

Archimedes



Shared Framework for Alignment



**Moral
Imagination**

Understanding

Leverage

Connection

Conviction

*Alone we can do
so little. Together
we can do much.*
Helen Keller

Perspective

Reconciliation

Clarity

Agility

Forces for Good Multiply

ie
Nie
Tak
Prasom
Gracias
Dziękuję
Merci
Danke
Multumesc
Kosz
Mahalo
Zonono
brigado
arigato
спасибо

THANK YOU