

WELCOME!

**Be A
Collaboration Champion**

NCIC Training - Seattle, WA
August 18, 2009

Collaborative Presentation by:
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Today's Agenda

- Introductions
- Why Collaboration? An Introduction to Collaborative Decision-Making
- Collaboration Opportunities and Barriers
- Your Role as a Leader

At the end of this workshop, you will be able to...

- Identify characteristics of collaboration champions
- Apply the collaborative behaviors you will practice in the workshop
- Reflect upon the collaborative processes that can make your organization more successful

Introductions

- Name
- Job and organization
- Your definition of collaboration

Part 1

Why Collaboration?

An Introduction to Collaborative Decision-Making



Collaboration is...

■ An Attitude

- What are the behaviors, actions, emotions, that you model that set the stage for collaborative environments and set a positive tone for your organization?
- Your attitude prompts people to approach their work in the spirit of proactive cooperation and shared efforts that leads to more effective and creative outcomes.

Collaboration is...

- An Approach

- What are the steps you can take to create an environment of shared decision-making and positive team action to achieve your goals?
- Collaboration is an approach/process of shared decision-making and/or action by two or more parties working together to achieve a common goal.

What We Can Achieve

- Reputation of responsibility
- Problem solving
- Increased transparency
- Decision-making
- Build on peer learning and peer wisdom
- Achieve goals
- Trust
- Construct long-lasting solutions to complex problems
- Shared accountability
- Enhance communications skills

Characteristics of Effective Collaboration

- Relationships
- Cooperation
- Shared Learning
- Transformational Thinking
- Sustainability

Relationships

- Treat each other with respect
- Take the time to learn about others' values and interests
- Come to trust each other over time
- Become aware of others' interests as well as your own

Characteristics of effective collaboration

Cooperation

- Everyone participates in the process
- Everyone understands how the process works
- Common understanding of problem and solution
- Work together to solve problems
- Focus on solving problems, not personal disagreements

Characteristics of effective collaboration

Shared Learning

- Values and interests are made clear
- Everyone can see how their interests are addressed
- All information is made available and understandable to all parties
- Broad, comprehensive analysis of the problem is conducted

Characteristics of effective collaboration

Transformational Thinking

- Collaborative solutions are not based on compromise but on shared discovery
- Creative thinking promotes unanticipated solutions
- Integration of interests results in positive gains for all participants

Characteristics of effective collaboration

Sustainability

- Craft decisions using full range of stakeholder interests
- Seek for all parties to own decision
- Decisions are realistic
- Implementation and monitoring are part of decision-making
- Parties understand and agree upon their role and responsibility for maintaining the decision

Characteristics of effective collaboration



Exercise #1: Picture Story

Part 2

Collaboration

Opportunities and Barriers



Short Story...

- “No! No!...Know.”

Barriers

- Habits
- Legal requirements
- Power struggles
- Lack of credibility
- _____

Opportunities

- Decision-making
- Community involvement
- Problem-solving
- _____

Involvement Continuum

OUTREACH

Purpose: To provide information

Types:

Website
Fact Sheet
Phone Hot Line
Federal Register Notice
Press Release

INFORMATION EXCHANGE

Purpose: To provide and exchange data, opinions and options

Types:

Meetings with individuals
Public Meetings
Workshops
Listening sessions
Availability sessions

RECOMMENDATIONS

Purpose: To provide non-binding but influential advice or comments

Types:

Advisory committees
Scoping sessions
Policy dialogues
Task force
Joint fact finding

AGREEMENTS

Purpose: Reach workable agreement or settlement

Types:

Negotiated rulemaking
Consensus permit
Settlement agreement
Consent Order
Statement of principles

STAKEHOLDER ACTION

Purpose: Empower stakeholders to take action

Types:


Industry sector initiatives
Voluntary pollution reduction programs
Watershed collaboratives
Community Action for a Renewed Environment (CARE)
Sustainability forums

Less Involvement

More Collaborative Involvement



**Exercise #2: Collaborative vs.
Non-Collaborative Behaviors**



Part 3

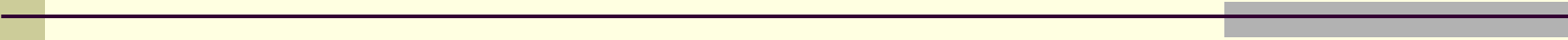


**Your Role
as a
Leader**

Your Role as a Collaboration Champion

Enhancing a Collaborative Culture

- Listening deeply
- Identifying common ground
- Exploring differences for better decision-making
- Building shared meaning



Exercise #3: You're the Instructor!

Your Role as a Collaboration Champion

- **Willingness:** Work at being collaborative, put aside other agendas and put forth the effort required for collaboration.
- **Partnering:** Form alliances with colleagues and stakeholders to understand issues and solve problems, and to create and strengthen the relationships required for collaboration.

Your Role as a Collaboration Champion

- **Openness:** Be receptive to other points of view, interests, concerns and needs. Make sure that thought process is transparent so all parties can participate fairly.
- **Empathy:** Vicariously experience the feelings, thoughts or attitudes of others and try to see from another person's perspective. Recognize and respond appropriately to the emotions of others so that you can modify your behavior to develop productive relationships.

Being a Collaboration Champion

- No matter what your job is, you can be a catalyst for change. Help create a more collaborative culture within your organization by modeling collaborative behaviors.
- You can dramatically affect the outcome of a collaboration and improve the level of effort and resources required. One way you can participate is to build shared meaning through dialogue.
- You can create constructive relationships and help others build constructive relationships through the process of dialogue and shared meaning. To do this, practice listening, monitor your behavior, pay attention to your intentions and explore impasses.

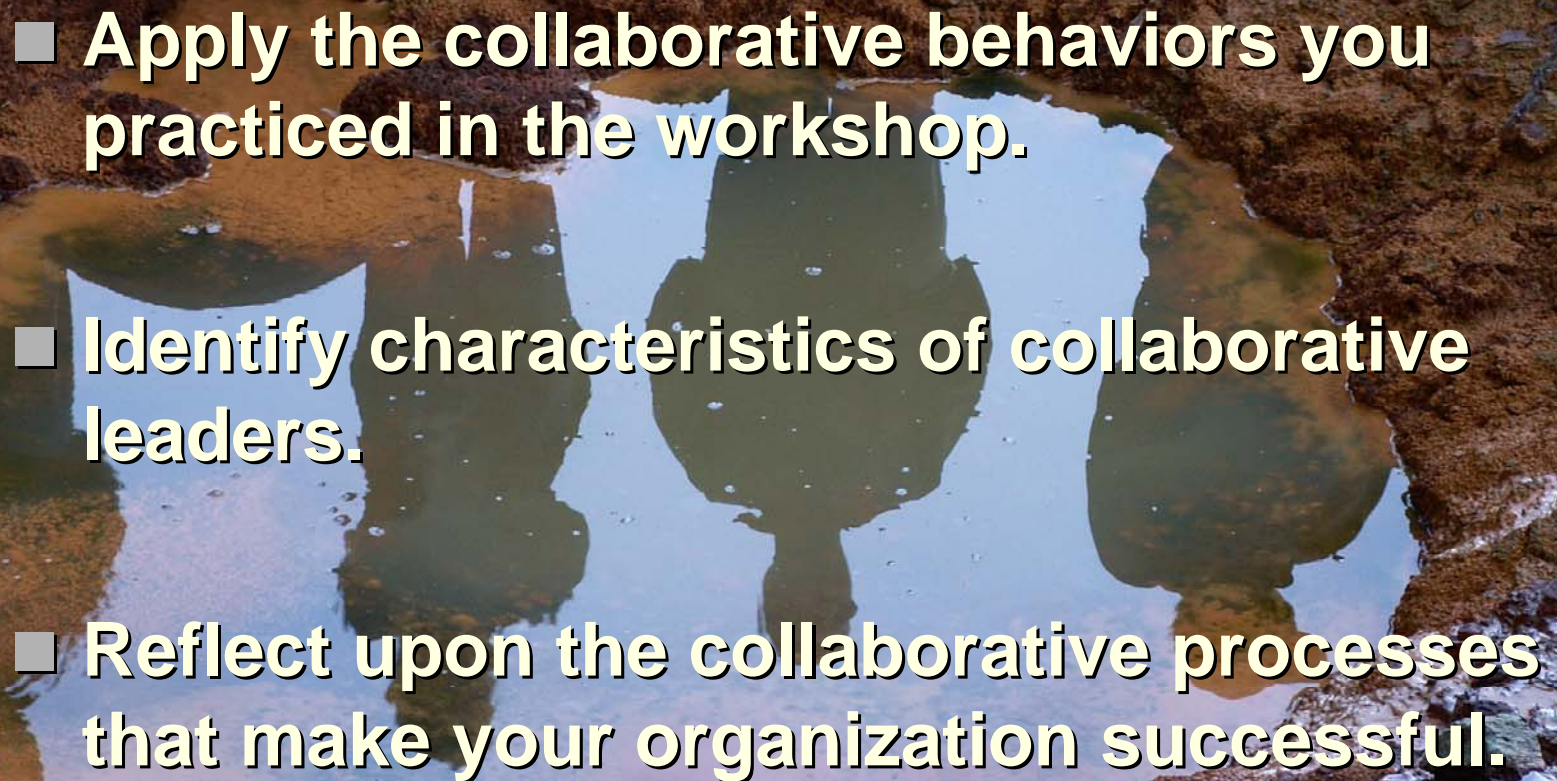
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Reflection

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- A photograph of a rocky streambed with a small pool of water reflecting the surrounding environment. The water is clear and reflects the sky and the surrounding rocks. The rocks are dark and jagged, and the streambed is composed of reddish-brown soil and rocks. The overall scene is natural and serene.
- **Apply the collaborative behaviors you practiced in the workshop.**
 - **Identify characteristics of collaborative leaders.**
 - **Reflect upon the collaborative processes that make your organization successful.**