



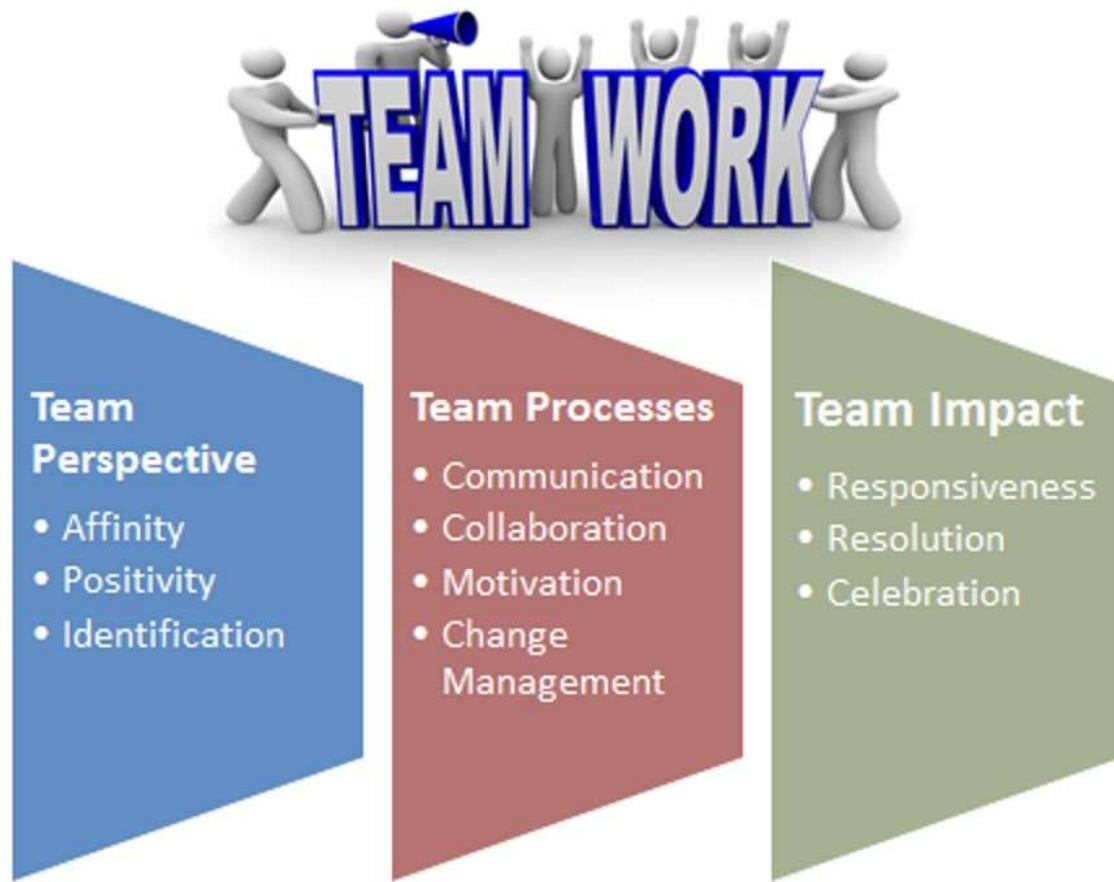
## Collaboration, Communication and Teamwork

Together we know more. Organizations look towards collaborative structures to optimize performance. Synergy has become the holy grail of teamwork. More and more, organizations {from small to large} are looking to develop collaborative structures to achieve higher results. Too often these initiatives fail. To create effective team collaborations, emotional intelligence, relationships and communication are essential.



Teamwork begins with willing, engaged participants. Collaboration will not transform poor performers into dynamic team players. It begins through selection and personal commitment. Internally, leadership and influence are the catalysts for connection and relationships. Participation, utilization, empowerment and engagement begin the team's climb to success.

Cross-functional and virtual teams are a powerful trend but merit extra attention in team formation. It becomes more difficult to generate identity, vision and cohesion when there is natural distance both physically and mentally. For these initiatives, attention needs to be focused on developing relationships and affinity. Clear definition of purpose, roles, priorities and structure sets a framework to create a collaborative initiative.



Communication precedes collaboration. It allows for connection and constructive interaction. Open, positive dialogue creates team perspective. It generates a common agenda and focus. Mutual respect, positive regard and appreciation promotes achievement.

Discussion frames performance into goal-directed behavior. When acceptance and relationships are clearly defined, the environment becomes safe to explore and initiate high quality thought. Feelings determine whether or not a team will succeed and the degree of achievement. High performing teams generate superior results.

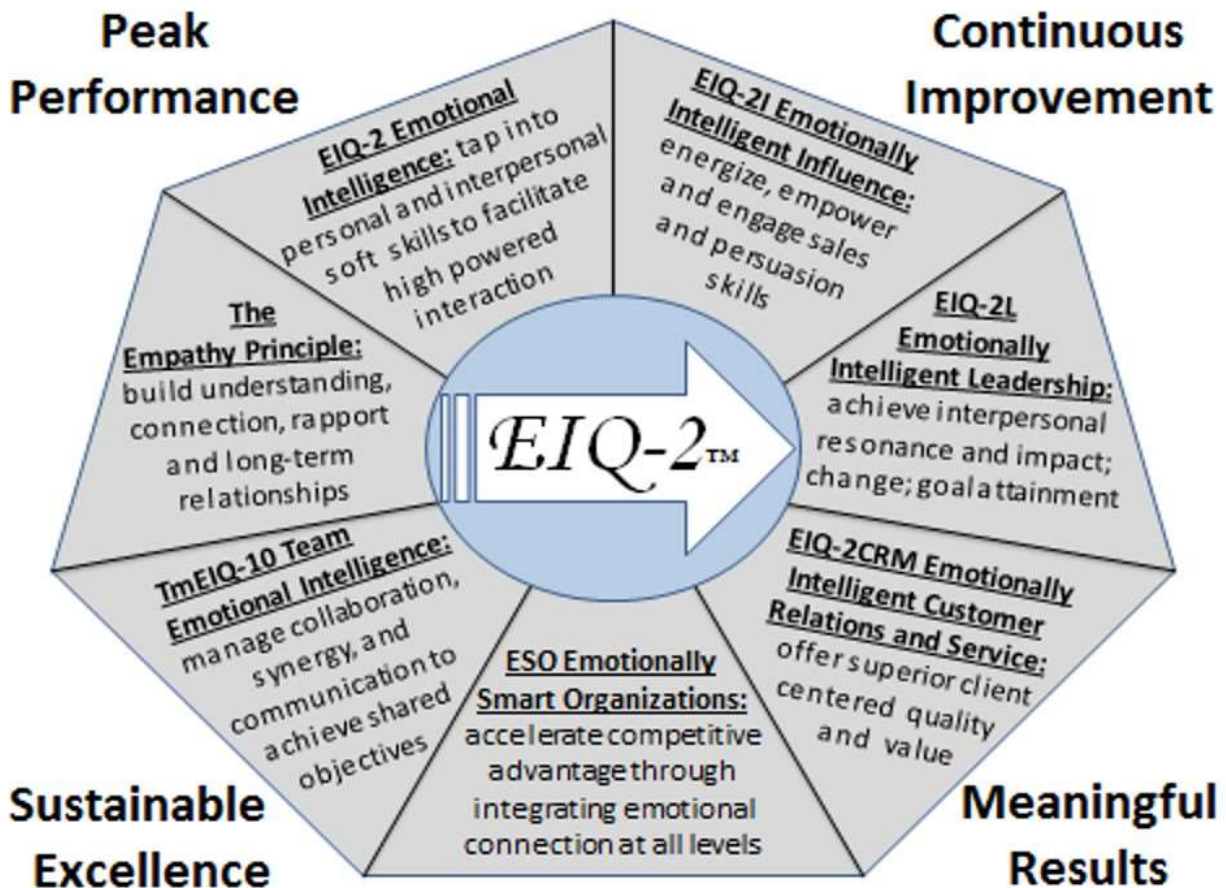
Beside quality external results, effective teamwork generates quality internal rewards for participants. Extrinsic rewards from positive outcomes create abundance. These tangible benefits can be distributed to encourage further collaboration. Not only is the achievement

shared but success offers mutual benefits. Internal impact comes from belongingness and the satisfaction of being part of an effective team. These intangible rewards can be powerful incentives.



Collaboration and teamwork need to be cultivated and nurtured. They can only thrive when individual contributors are engaged and when they work in a positive, supportive organizational environment.

Emotionally intelligent teams begin with positive players. They form this group into a cohesive, engaged, motivated team. This team serves as the achievement unit for an emotionally smart organization. Effective teams enhance both internal and external value. They make for better places to work. For clients, they generate superior results and more constructive relationships. Creativity, change management, innovation and quality are the byproducts of synergistic teams.



Teams that communicate, value relationships and act with passion win. They minimize liabilities and optimize strengths.

**For Further Reading:**

Hansen, Morten © 2009 **Collaboration: How Leaders Avoid the Traps, Build Common Ground, and Reap Big Results** Harvard Business Review Press

Harvard Business Review © 2011 **Harvard Business Review on Collaborating Effectively** Harvard Business Review Press

Straus, David A.; and Layton, Thomas C. © 2002 **How to Make Collaboration Work: Powerful Ways to Build Consensus, Solve Problems, and Make Decisions** Berrett-Koehler Publishing

Tamm, James W.; and Luyet, Ronald J. © 2010 **Radical Collaboration: Five Essential Skills to Overcome Defensiveness and Build Successful Relationships** Harper Collins Publishing

Wiese, Carl; and Ricci, Ron © 2011 **The Collaboration Imperative** Cisco Systems, Inc.

## Collaboration, Communication and Teamwork

Success Dynamics' **Emotional Intelligence Collaboration and Teamwork** Course (1/2 Day Program): Teams and team effort generate exceptional results. Working together effectively through emotional intelligence and synergistic processes generates powerful returns and long-term advantage. TmEIQ-10 magnifies team power and produces emotionally intelligent teams. These tools produce continuous improvement and sustainable, high impact results.

Your organization needs to adopt a learning program that taps into empathy, emotional intelligence, leadership, influence and teamwork. Success Dynamics offers integrated, comprehensive, proven results through our assessments and learning systems:

The Empathy Principle

EIQ-2 Emotional Intelligence

EIQ-2L Emotionally Intelligent Leadership

EIQ-2I Emotionally Intelligent Influence/Sales

TmEIQ-10 Emotionally Intelligent Teamwork

ESO Emotionally Smart Organizations and

EIQ-2CRM Emotionally Intelligent Customer Service and Relationships