

COLLABORATIVE CAPABILITIES

WHAT ARE COLLABORATIVE CAPABILITIES

Collaborative capabilities are traits, motives, attitudes, and self concept combined with the behaviors, skills and knowledge useful to predict the ability to contribute to effective collaboration.

The way many businesses see it, collaboration is no longer one of those touchy-feely, nice-to-have corporate concepts. It's an absolute must-have for survival and growth.

“Collaboration is a business strategy—a way to improve the productivity of people and teams and accelerate the flow of information through the company,”
Harvard Business Press, 2010.

Collaboration involves layers of commitment to capabilities which operate at a number of levels – Personal, Organisation and Team. These include the broad headings of:

- Personal competency.
- Commitment and leadership of participating organizations.
- Dynamics within collaborative group.
- Dynamics between collaborative group and participating organisations facilitated by its representative.

PERSONAL CAPABILITIES	TEAM CAPABILITIES	ORGANISATION CAPABILITIES
Interpersonal Understanding	Vision	Organisational/External Awareness
Relationship Building	Team Leadership	Organisational Commitment
Conceptual Thinking	Conflict Management	Commitment to Best Practices
Complex Problem Solving	Organisational Support	

A 2008 HBR worldwide study of collaborative innovation reveals that this willingness to invest in improving partnering capabilities is one of the factors that help successful companies develop collaboration as a new and important source of competitive advantage.

So if you would like to know more about developing collaborative capabilities to gain competitive advantage, please contact us on info@tealconsulting.co.uk or see our website www.tealconsulting.co.uk.