



Harnessing Internal Collaboration ... to drive results

“ ... Gaining excellence in internal collaboration can reduce functional barriers, transfer knowledge and liberate people’s potential – leading to an overall improvement in productivity.”

Increasingly organisations are working collaboratively to deliver improved value and better outcomes for their customers. Yet, delivering collaborative change is challenging and complex due to the very nature of bringing together a wide range of different organisational cultures, behaviours, priorities, governance systems and hoping that they will somehow find a way of working together.

Many leaders are recognising the benefits of collaborative working in developing new markets, increasing innovation and creating growth. But much of the effort is directed towards external organisations where working together can help win and deliver projects, reduce costs, deliver joint objectives and create additional value. But internal collaboration is also becoming increasingly important. Gaining excellence in internal collaboration can reduce functional barriers, transfer knowledge and liberate people's potential – leading to an overall improvement in productivity.

Organisations contain many stakeholders, perhaps with diverse objectives:

- ▶ How can collaboration be deployed internally to harmonise individuals and groups around strategic objectives? How can collaborative skills and behaviours be developed in the individuals and groups to deliver those strategic objectives?
- ▶ So what is needed to deliver effective internal collaboration that takes account of the objectives of internal stakeholders while delivering benefits to them?

We have developed a programme for internal collaboration that enables engagement around strategic objectives and develops the behaviours necessary to support trust and effective collaborative relationships. This programme encompasses the strategic context, the management perspective and service delivery teams. An outline is set out overleaf.



Harnessing Internal Collaboration ... to drive results

“This framework encompasses the strategic context, the management perspective and service delivery teams.”

Breaking down the Silos

Our programme is designed to support organisations by focusing on issues relevant to the business, and participants are challenged to create partnerships that develop collaborative solutions. Participants tackle a specific issue that requires developing successful internal partnerships. This includes exploring the issues from a different angle to their day-to-day role and considers alternate perspectives. The focus is on collaboration across multiple boundaries. Areas covered can include:

- ▶ What are the barriers to achieving the goals?
- ▶ The implications for leadership – at all levels – real sponsorship.
- ▶ Defining the collaboration challenge.
- ▶ Developing the framework for effective collaboration.
- ▶ Relationship management – creating a plan which aligns goals and common objectives.
- ▶ Value creation and internal collaboration – making more of innovation.
- ▶ Defining the behaviours to develop trust and integrity.
- ▶ Enablers and barriers to success.
- ▶ Having vital conversations.
- ▶ And what about governance?
- ▶ Monitoring performance and measuring outcomes – including learning.

For More Information

See our website www.tealconsulting.co.uk or e-mail us at info@tealconsulting.co.uk.

CONTACT US

Surrey Office: +44 (0) 1483 420550
Leeds Office +44 (0) 113 2940375
E-mail: info@tealconsulting.co.uk
Website: www.tealconsulting.co.uk

