



PARTICIPANT WORKBOOK

Distributed Leadership
Workbook: Collaboration



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Collaboration

Leaders need to take the appropriate steps to assure that their teams and organization are ready for collaboration.



We are in the age of collaboration, a new *collaboration cosmopolitanism*.

Collaboration provides the following benefits:

- Synergy across disciplines or departments
- Holds the potential of solving larger and more complex problems
- Increases the impact of outcomes
- Addresses the problems that lie on the boundaries between disciplines or departments

The exercise provided asks several questions to help you identify if your team, group, or organization is ready to collaborate. Answer each question using the scale from 1 through 5 (1 = Strongly Disagree, 5 = Strongly Agree). The higher the score, the more ready your team/organization is for collaboration. It is recommended not to dwell too much on the total score. Concentrate on the items scored the lowest to help your team or organization to become ready for collaboration.

READINESS FOR COLLABORATION: IS YOUR TEAM/ORGANIZATION READY FOR COLLABORATION?	ANSWER USING THE FOLLOWING SCALE FROM 1 THROUGH 5: 1 = STRONGLY DISAGREE 2 = DISAGREE 3 = NEUTRAL 4 = AGREE 5 = STRONGLY AGREE
Your team members routinely share information with you.	
You frequently share information with your team members.	
You are willing to accept questions and constructive criticism from your team members.	
You feel free to ask questions of your team members.	
During team meetings, there is always a preplanned agenda with open dialogue.	
Team meetings are documented and accessible to all members.	
Any member can ask a question during team meetings.	
Decisions are made with input from all members.	
You have the appropriate technology to communicate and coordinate team activities in real time.	
You have access to communication channels to contact all members in your team/group.	
Your team always uses visualization techniques (physical or virtual) to monitor team activities.	
You always have opportunities to work with other members outside of your team/department.	
You always have access to experts external of your organization.	

READINESS FOR COLLABORATION (CONT.): IS YOUR TEAM/ORGANIZATION READY FOR COLLABORATION?	ANSWER USING THE FOLLOWING SCALE FROM 1 THROUGH 5: 1 = STRONGLY DISAGREE 2 = DISAGREE 3 = NEUTRAL 4 = AGREE 5 = STRONGLY AGREE
It is acceptable to request information from experts external of your organization.	
There is recognition for small achievements in your team.	
If there is recognition for small achievements, the recognition is for the team.	
There is recognition for large achievements in your team.	
If there is recognition for large achievements, the recognition is for the team.	
You have access to request information or support from leadership.	
Leadership is always responsive to your requests.	
Leadership always provides the support, funding, and resources required for your team to complete their task.	
You always have access to the information needed to complete your tasks.	
You have opportunities to learn new skills to help your team.	
You have opportunities to join training in areas to improve your skills.	
You have a mentor or a coach.	
You enjoy working with your team/group.	
TOTAL SCORES:	

Connect the Three Helixes:

Flow can only be achieved when the three helixes are interconnected. To identify how this could occur, the next exercise requires the reader to identify examples of different methods from each of the other two helixes (complexity thinking, team science) that might work well with collaboration.



CONNECT THE HELIXES	
Select a scenario or problem that would benefit from implementing collaborative practices.	
Identify three methods from complexity thinking that could work with collaboration and give a brief description about how they complement one another.	
CT Method 1:	
CT Method 2:	
CT Method 3:	

CONNECT THE HELIXES	
Identify three methods from the team science helix that could work with or support collaboration. Give a brief description about how they complement one another.	
TS Method 1:	
TS Method 2:	
TS Method 3:	
Provide a description explaining which methods from each of the three helixes (with collaboration being the DL method) work best for the scenario/problem identified earlier.	