



Developing Authentic Collaboration

Strengthening a Key Relationship

Complexity requires that leaders build extraordinary collaborative capacity. This calls for the ability to engage in deep inquiry and dialogue with self and others. Self-awareness that fosters understanding, empathy and transparency is the foundation of authentic collaboration. This exercise will expand your insight and ability to work collaboratively.

Instructions: Identify a person with whom you need to build a more collaborative relationship. Use the questions below as a guideline to deepen your understanding about the relationship.

What is the current state of this relationship?

Why do you wish to improve this relationship? What is the benefit to you and your organization?

Reflect on your 'inner committee' and note here which member/s is guiding your actions with this person and how that is working for you.

(over)

Does this person 'push your buttons' in any way? Elaborate.

Is there anything you need to tell this person that makes you anxious? What? What do you fear, if anything, in becoming more transparent with this person? Do you trust this person? Why or why not?

Does this person remind you of anyone else in your past? Who? What are the common characteristics?

What action/s are you willing to take to build a more collaborative relationship with this individual?

