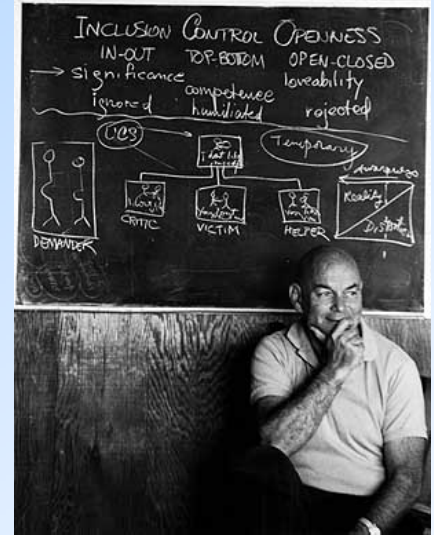


# Achieving Radical Collaboration

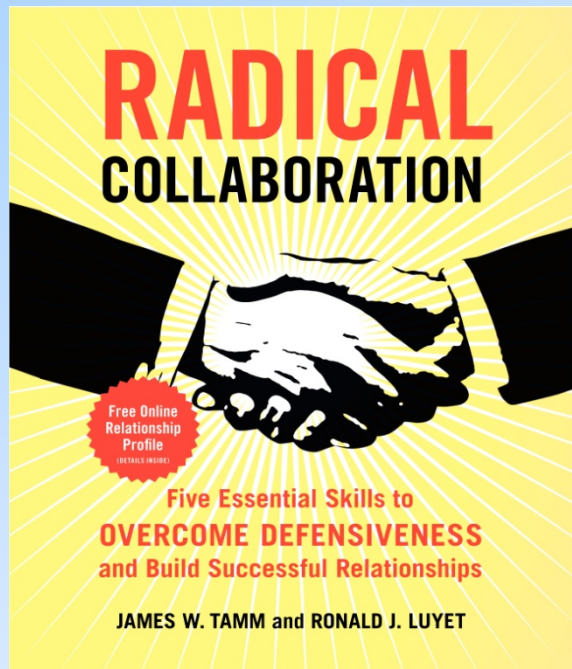


# Radical Collaboration

Radical Collaboration® is a groundbreaking process used by the mathews partnership to help companies achieve high levels of cooperation in delivering their chosen strategies, both inside and outside the organisation.



Will Schutz, PhD



The approach was developed by Jim Tamm & Ron Luyet based on the Harvard Law School Program on Negotiation is powered by Will Schutz's FIRO theory (The Human Element®)

# Differences between collaborative and adversarial workplaces (Kotter & Heskett)

- Net income improved 755% more
- Stock price grew 826% more
- Workforce expanded 246% more
- Revenue increased 516% more

# Five Essential Skills for Collaborative Influence

- Collaborative Intention
- Truthfulness
- Self-Accountability
- Self-Awareness
- Negotiating and Problem Solving

# Red Zone



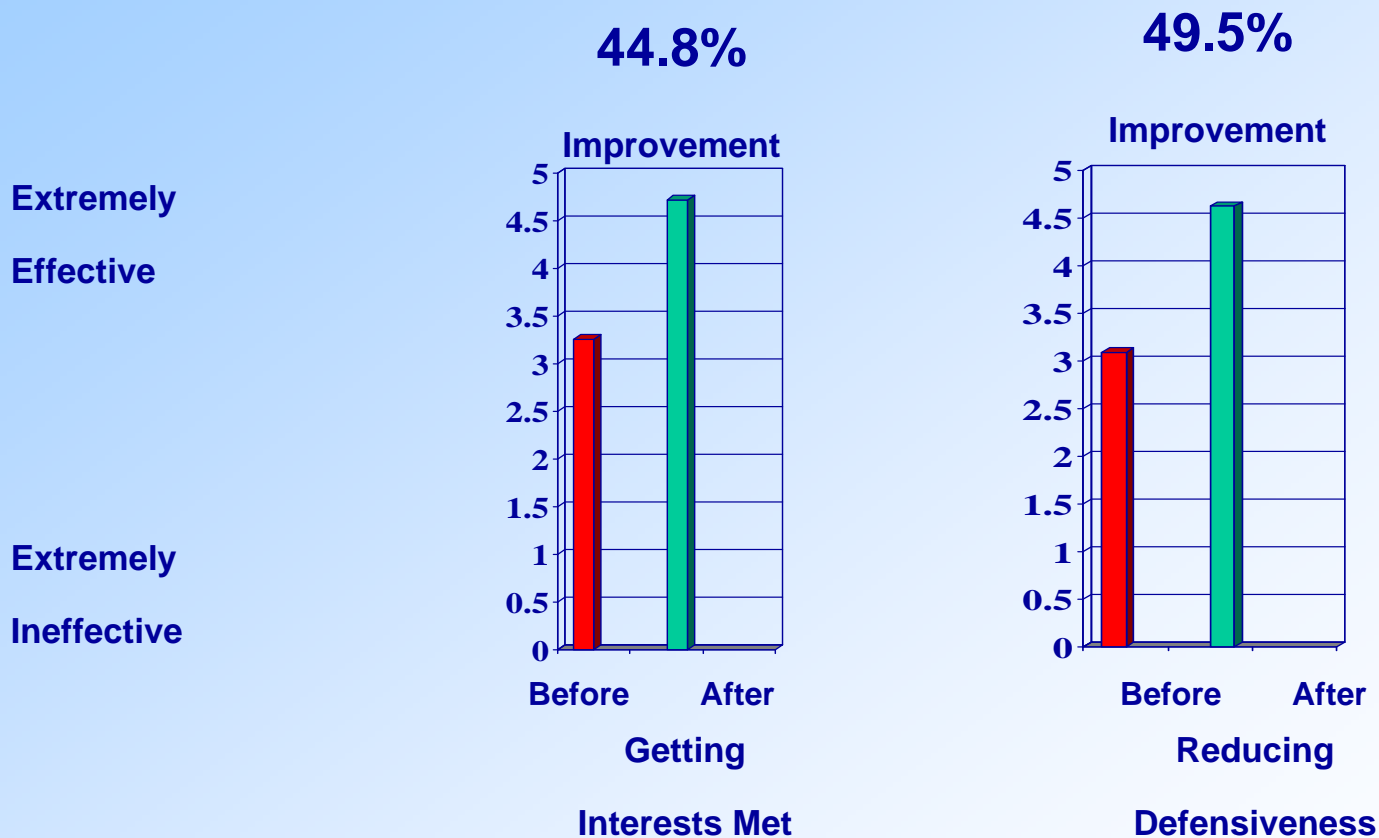
# Green Zone

- Low trust-high blame
- Threats & fear
- Guardedness
- Hostility
- Withholding energy
- Risk avoidance
- Attitude of entitlement
- Cynicism & suspicion
- Work is painful
- External motivation

- High trust-low blame
- Mutual support
- Dialog & shared vision
- Honesty & openness
- Cooperation
- Risk taking
- Sense of contribution
- Sincerity & optimism
- Work is pleasurable
- Internal motivation



# International Research Results – improvement in getting interests met and reduced defensiveness after Radical Collaboration interventions across 9 countries



Study of participants from 9 countries over a 6 year period by Professor Mayte Barba, Tec de Monterrey University, Cuernavaca Mexico.

# Interest-Based Problem Solving

- Set tone & discuss process
- Develop problem statement
- Focus on interests – not positions
- Know your contingency plan
- Jointly develop options
- Reach clear agreements



# Next Steps for Long Term Change

- Increasing Awareness & Building Skills
- Demonstrating Leadership Commitment
- Maintenance of Key Relationships
- Developing Constituency Support
- Management of Issues and Expectations

