

The Journey Toward Collaboration

	Cordial	Communication	Coordination	Collaboration
Definition	Friendly, warmly and genially affable.	A process by which information is exchanged between individuals through a common system of symbols, signs, or behavior.	Harmonious functioning, moving together in a similar manner as a means to reduce variance.	A repeatable process where two or more people or organizations work together or sacrifice independently all toward an intersection of common goals.
Metaphor	Pick-up foursome in golf	Email, Waiter, IRS, Christmas Cards, Living with a teenager	Symphony, Surgical Team, Ice Skaters, Baseball Team	Jazz Ensemble, Navy SEAL Team
What does it look like?	Sunday at Church	Content out of context. A full "in-box"	Meetings, lot's of meetings. Hierarchical.	Small, diverse groups doing real work. Form around opportunities, not organizations
What kills it?	Where we all start ... what's in it for me?	Dishonesty, Egoism, Betrayal, Distrust	Selfishness, Hoarding, Lack of Communication, Reward System	Anything to the left ...
Drucker's Team	<i>Teams of One</i>	<i>Fixed Position Team</i>	<i>Parallel Team</i>	<i>Innovation Team</i>