

CHAPTER 2: COLLABORATIVE

Working Together Precedes Winning Together

Summary of Chapter:

Great challenges require great teamwork

Collaboration is more than cooperation. Cooperation is working together agreeably.

Collaboration is working together aggressively. Each person brings something to the table that adds value to the relationship and synergy to the team.

Becoming a collaborative team player requires changes in four areas:

1. Perceptions: see teammates as collaborators, not competitors
 - Completing one another is more important than competing with one another
2. Attitude: be supportive, not suspicious of teammates
 - Assume that other people's motives are good unless proven otherwise
3. Focus: concentrate on the team, not on yourself
 - Ask "what does this do for the team?"
4. Results: create victories through multiplication

Application:

I feel that the Arkansas 21C network is a great example of collaboration. Each person comes to network meetings willing to share ideas to help others, is respectful of other members of the network, and sees other 21C programs as assets to helping children and families within Arkansas. Norma brings her ideas from KY with the genuine desire to share and learn from her AR colleagues. When AR programs volunteered to host state agency staff to come to the 21C conference, there was a sense of true sharing.

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