



3 Components of Kick-A\$\$ Collaboration

Diane Zajac



Autonomy

Safety

Structure

Kick-A\$\$\$ Collaboration



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Autonomy



Write down:

- # of meetings you “have to attend” a week
- 1 meeting you look forward to
- 2-3 reasons you look forward to that meeting

Autonomy



Neighbor Share:

What about
that meeting
do you enjoy?



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We make meetings **mandatory**
because it's easier
than making them **compelling.**



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How do we decide who decides?

Collaboration Contracts



ONBELAY
Are you ready?

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Explain	Consult	Agree	Advise	Accept	Abstain
Sole Decision Maker	Sole Decision Maker	Group Decision Maker	Not a Decision Maker	Not a Decision Participant	Not a Participant
I will explain my decision	I will Consult with others before making this decision	I will Agree with others on this decision	I will Advise the decision maker	I will accept the decision	I will abstain from the process

Collaboration Contracts

Possible Roles to Choose

Explain

Consult

Agree

Advise

Accept

Abstain

Decision 1

Ross

Monica

Rachel

Task 2

Ross

Chandler

Phoebe

To Do 3

Rachel

Joey

Janice

Collaboration Contracts

Running a Contract Session

	Explain	Consult	Agree	Advise	Accept	Abstain
	Sole Decision Maker I will explain my decision	Sole Decision Maker I will Consult with others before making this decision	Group Decision Maker I will Agree with others on this decision	Not a Decision Maker I will Advise the decision maker	Not a Decision Participant I will accept the decision	Not a Participant I will abstain from the process
Decision		Ross	Monica	Rachel, Joey	Phoebe, Janice Chandler	

Collaboration Contracts

Where's the Conflict?

	Explain	Consult	Agree	Advise	Accept	Abstain
	Sole Decision Maker I will explain my decision	Sole Decision Maker I will Consult with others before making this decision	Group Decision Maker I will Agree with others on this decision	Not a Decision Maker I will Advise the decision maker	Not a Decision Participant I will accept the decision	Not a Participant I will abstain from the process
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Decision		Ross		Monica, Rachel, Joey	Phoebe, Janice Chandler	

Collaboration Contracts

Resolved



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Decision		Ross		Monica, Rachel, Joey	Phoebe, Janice Chandler	
Task			Monica, Chandler, Joe	Janice, Phoebe	Ross, Rachel	

Collaboration Contracts

Where's the Conflict?

	Explain	Consult	Agree	Advise	Accept	Abstain
	Sole Decision Maker I will explain my decision	Sole Decision Maker I will Consult with others before making this decision	Group Decision Maker I will Agree with others on this decision	Not a Decision Maker I will Advise the decision maker	Not a Decision Participant I will accept the decision	Not a Participant I will abstain from the process
Decision		Ross		Monica, Rachel, Joey	Phoebe, Janice Chandler	
Task			Phoebe, Monica	Janice, Chandler, Joey	Ross, Rachel	

Collaboration Contracts

Resolved



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Explain	Consult	Agree	Advise	Accept	Abstain
Sole Decision Maker	Sole Decision Maker	Group Decision Maker	Not a Decision Maker	Not a Decision Participant	Not a Participant
I will explain my decision	I will Consult with others before making this decision	I will Agree with others on this decision	I will Advise the decision maker	I will accept the decision	I will abstain from the process
1	0	0	0	1+	0+
0	1	0	1+	0+	0+
0	0	2+	0+	0+	0+

Collaboration Contracts

Conflict Detection

“The biggest problem in communication is the illusion that it has taken place.”

- G.B. Shaw

Autonomy





Autonomy

Safety

Structure

Kick-A\$\$\$ Collaboration



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Safety



“Psychological safety is
a belief that **one will not be punished or
humiliated** for speaking up with ideas, questions,
concerns or mistakes, and the team is safe for
interpersonal risk-taking.”

- Amy Edmondson



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What creates safety?

- Each of you number a piece of paper with the number of people at your table. i.e. 1-8 for 8 people, 1-9 for 9...
- SILENTLY write 1 idea next to #1 & pass the paper to the right.
- When you get your neighbor's paper, add another idea on line #2 & pass again to the right.
- Keep passing until you have your own paper back.

Safety: Round Robin



Round Robin:

What creates safety?



Invite Dissent

Come on,
it'll be fun!

“Should we all return to the office?”

- Pair up. Grab 5 red & 5 black playing cards or a die.
- On your turn, pick a card or roll the die.
 - Red card/odd number = argue AGAINST return to the office
 - Black card/even number = argue FOR returning to the office
- Continue taking turns.

Safety: Invite Dissent



Invite Dissent

Should we
all return to
the office?

Safety





Autonomy

Safety

Structure

Kick-A\$\$\$ Collaboration



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Structure



Agenda
Items

DONE

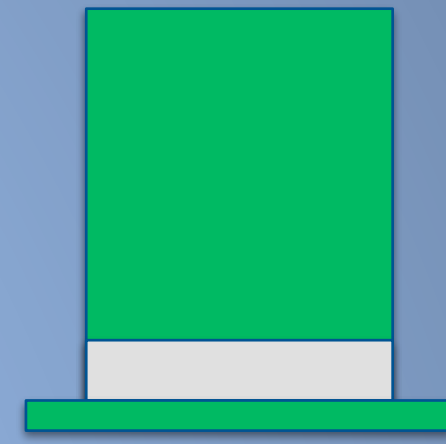
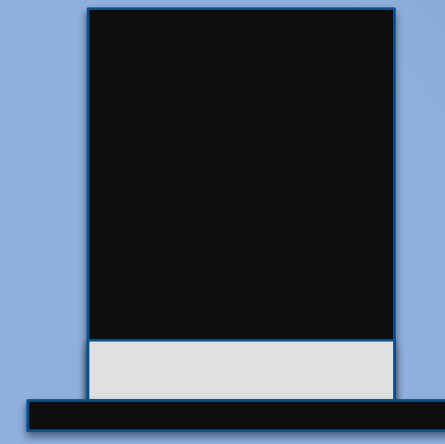
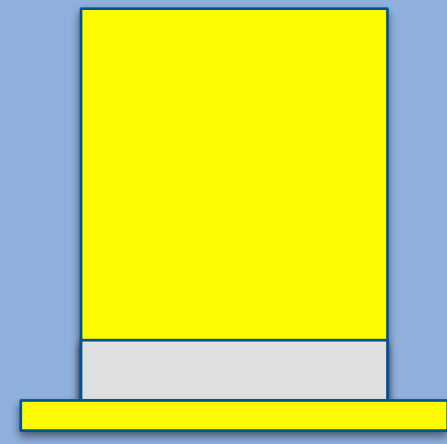
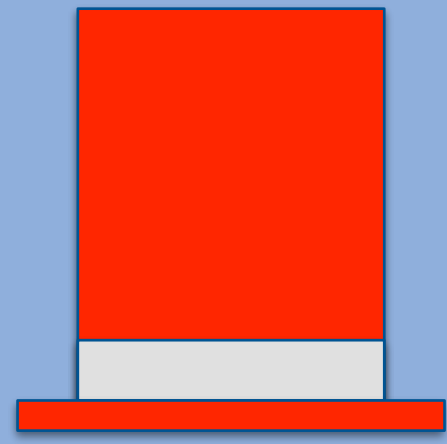
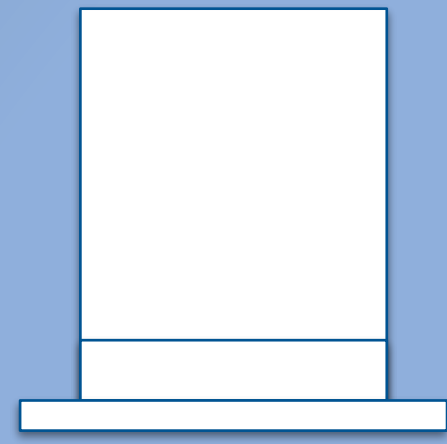
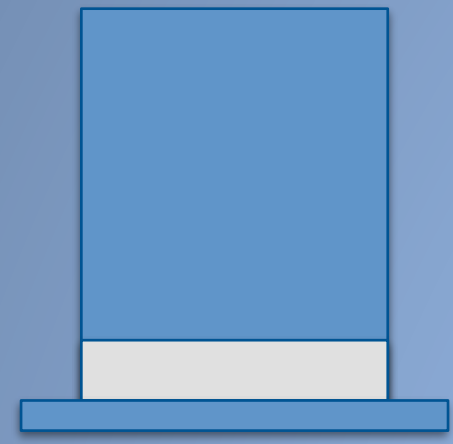
Add relevant notes here





Pair Share

Why might
this be
effective?



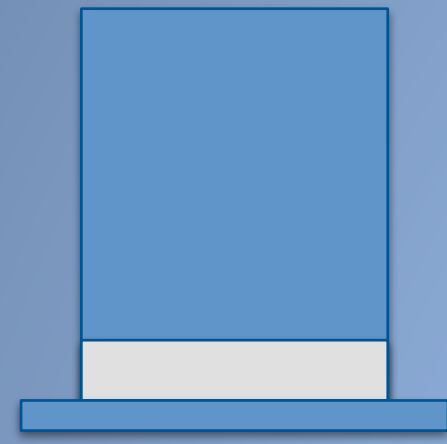
Cool, the color of the sky, above everything else, the organizing hat

Six Thinking Hats

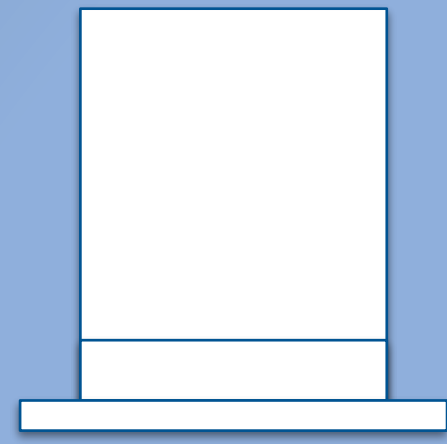
Parallel Thinking



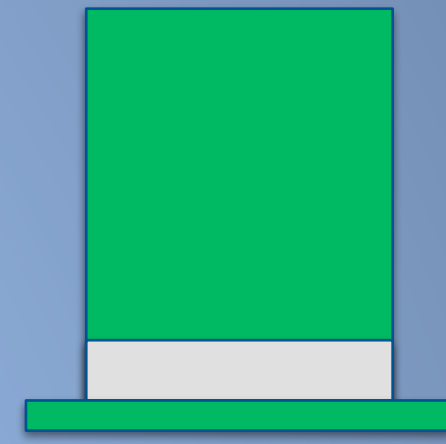
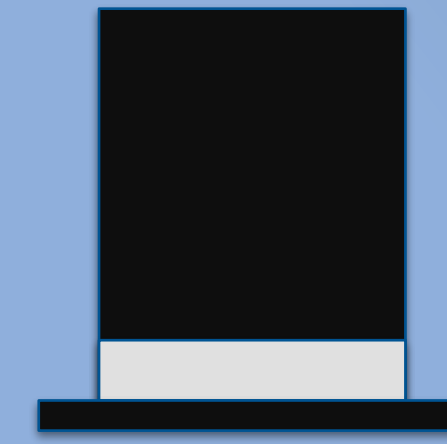
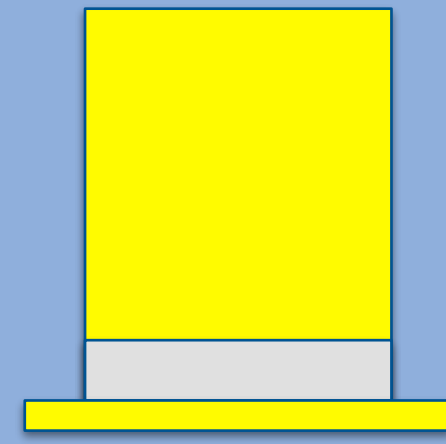
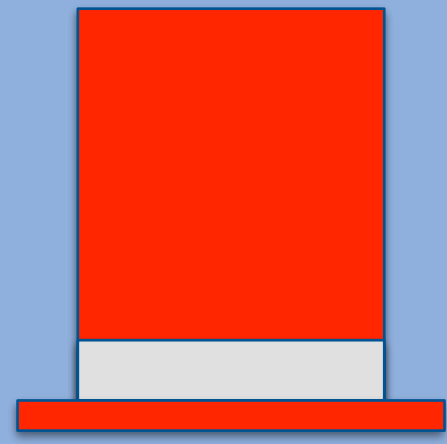
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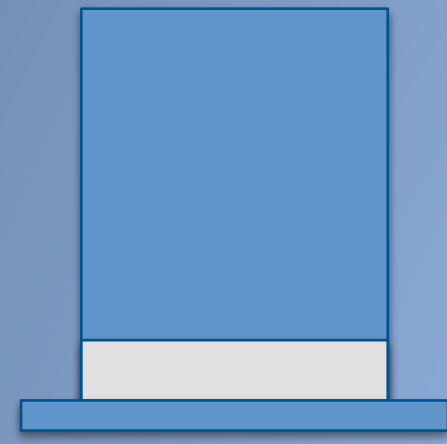


Neutral, objective, only concerned with facts and figures

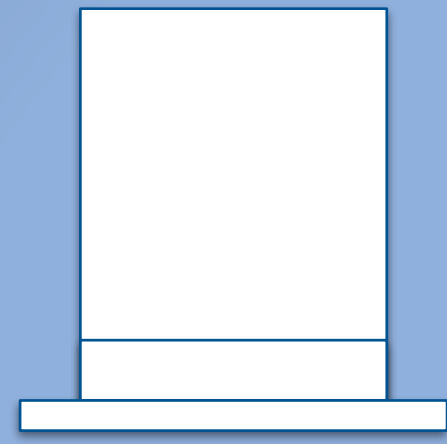


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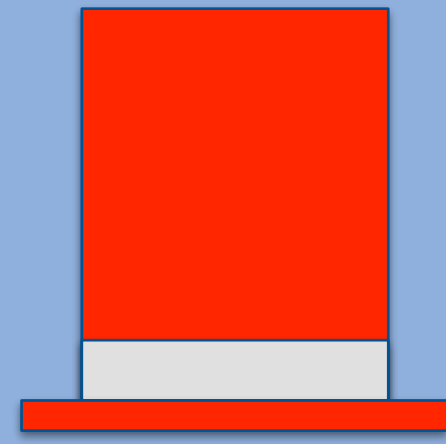
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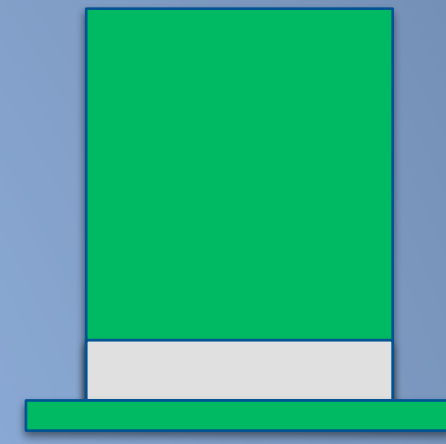
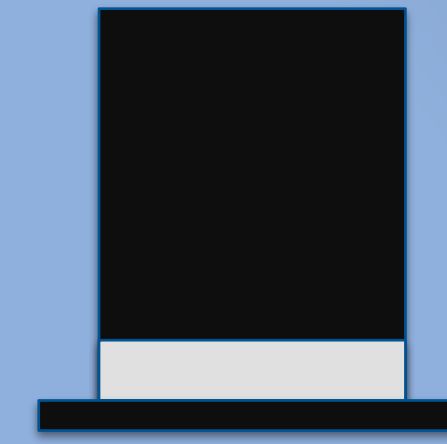
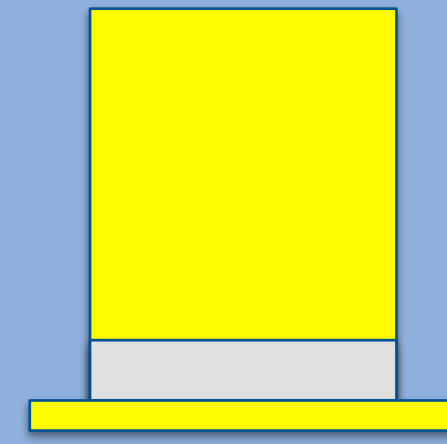
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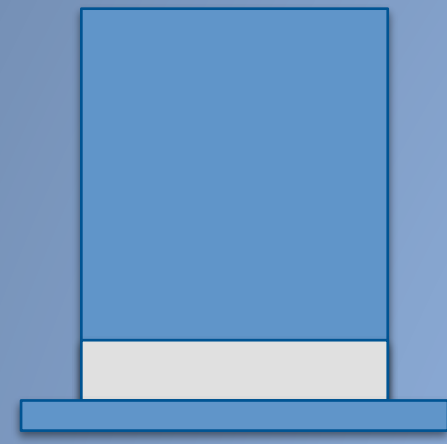


The emotional view, just what you feel, no justification needed

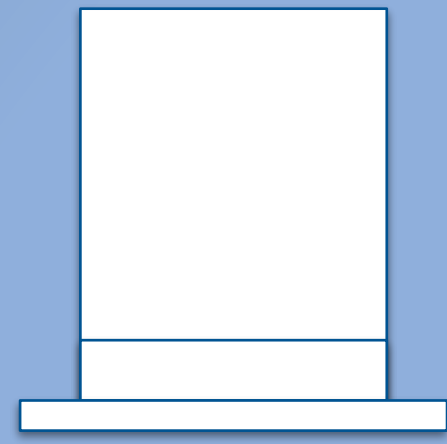


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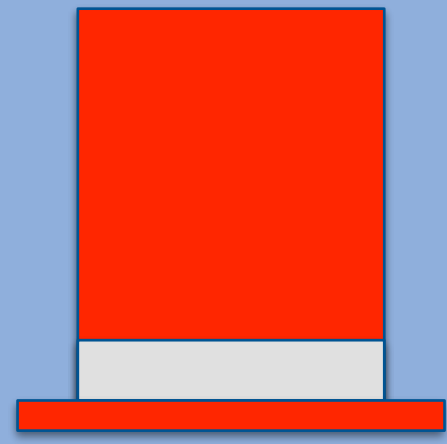
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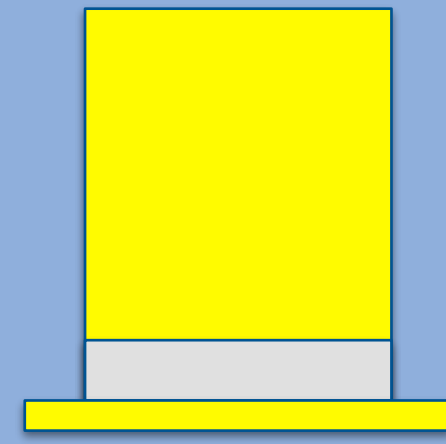
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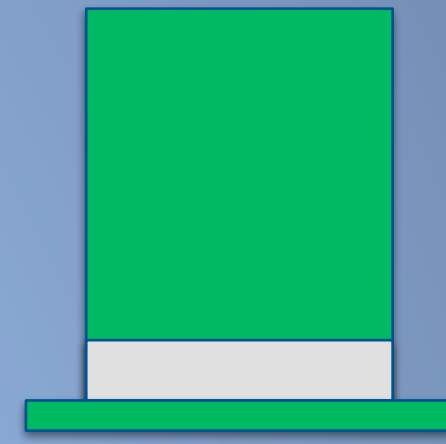
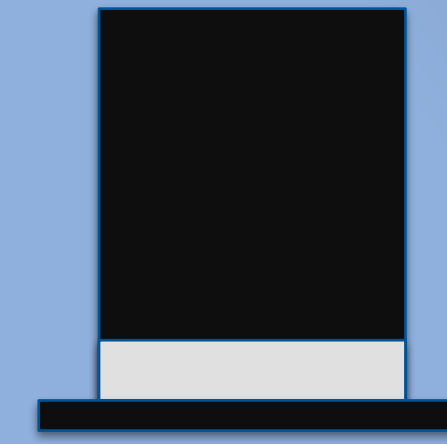
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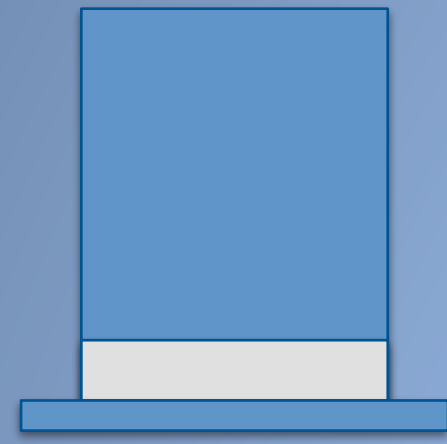


Sunny and positive, covers hope and positive thinking

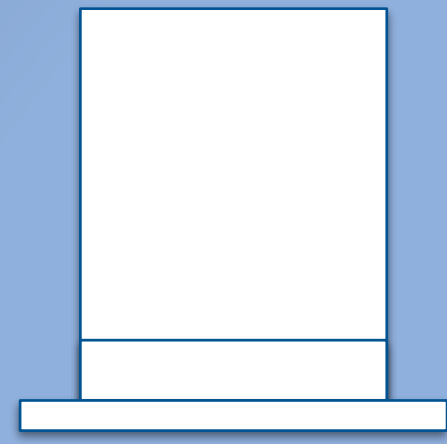


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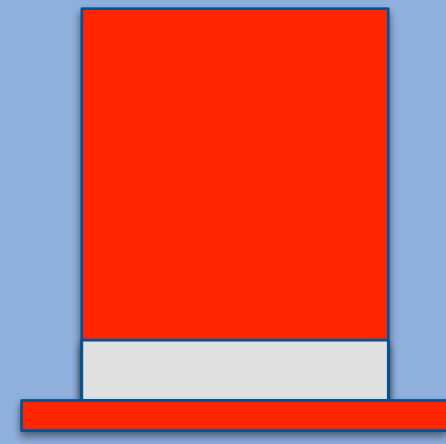
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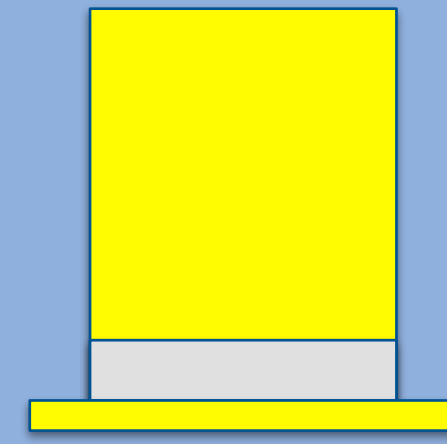
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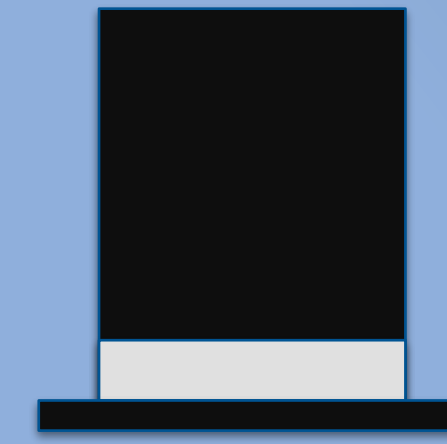
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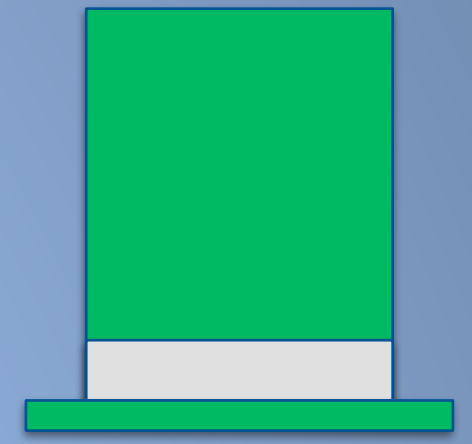
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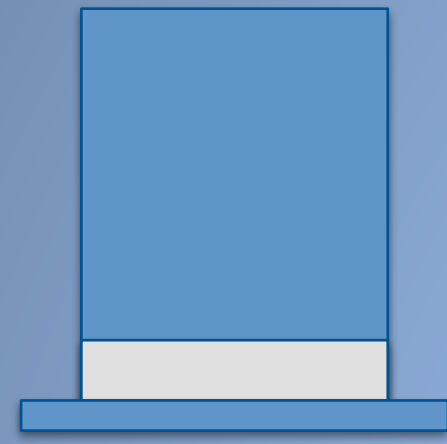


Careful and cautious, the “devil’s advocate”, points out the weakness in ideas

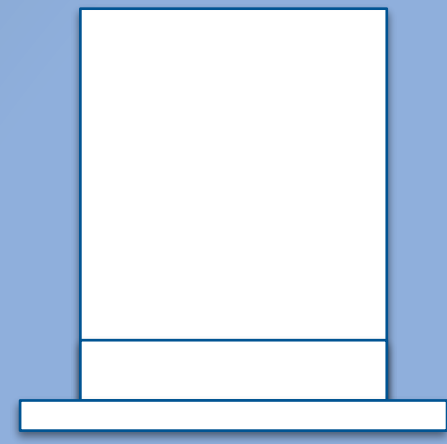


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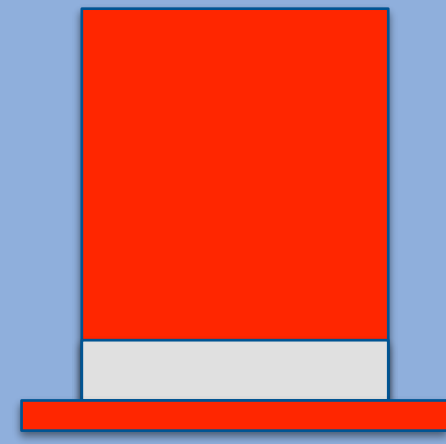
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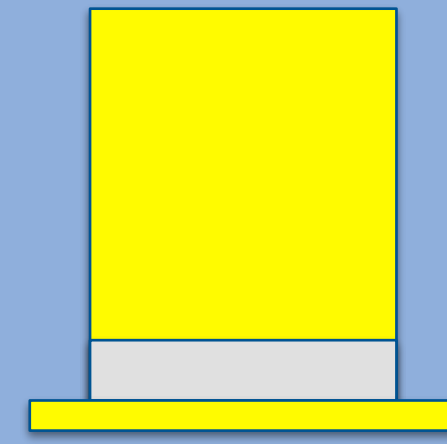
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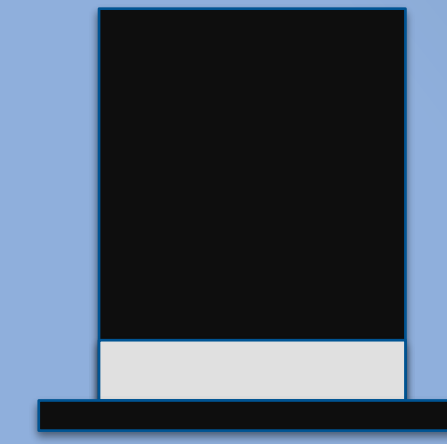
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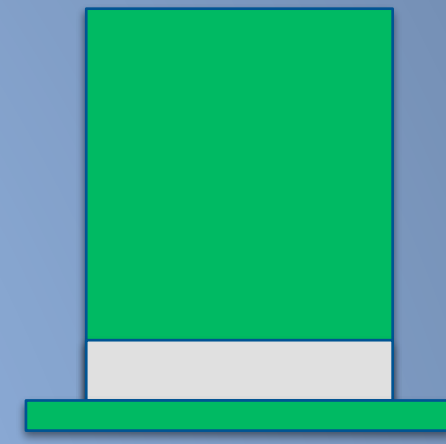
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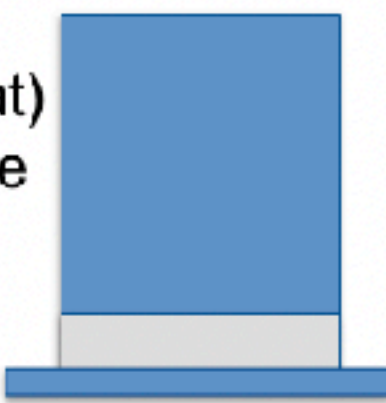
Associated with fertile growth, creativity and new ideas

Six Thinking Hats

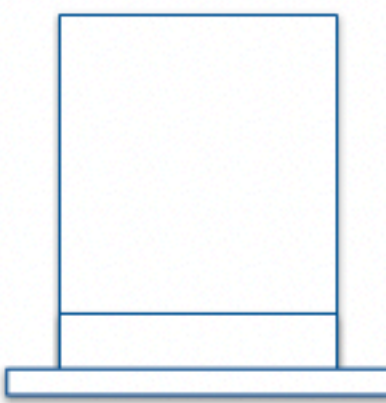
Parallel Thinking

Context:

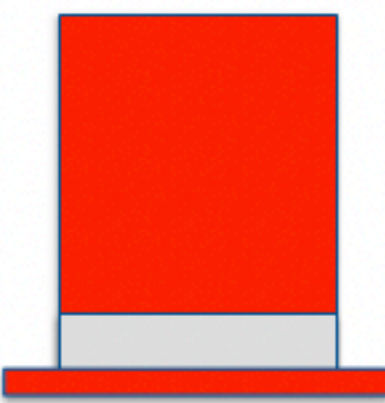
PROCESS
(Facilitator Hat)
- organizing the thinking and planning for actions



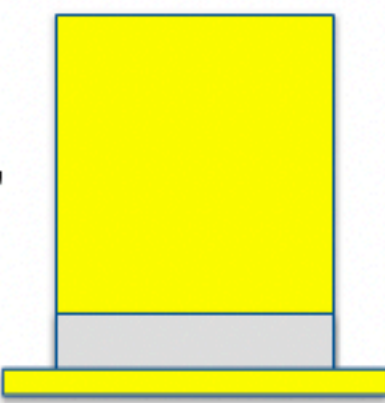
NEUTRAL
- facts & data, observable behavior, no opinions here




FEELINGS
- instincts, gut reactions, no reasons or justifications given




BENEFITS
- positives, pros, advantages, with logical reasons given



CAUTIONS
- weaknesses, risks, difficulties, with logical reasons given



CREATIVITY
- ideas, alternatives, possibilities, solve black hat problems



Sets the stage/context.
Manages pace.
Reminds folks of process.



Pair Share

What decision are you facing that might benefit from parallel thinking?

Structure





Autonomy

Safety

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Kick-A\$\$\$ Collaboration



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- 
1. **One Validation:** one thing you heard that reinforced what you already knew
 2. **One New Idea:** one new concept or technique
 3. **One Next Step:** how will you apply any these principles?
 4. **Share** with your neighbor

Reflection & Feedback



Thank You!

Diane Zajac

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OnBelay
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