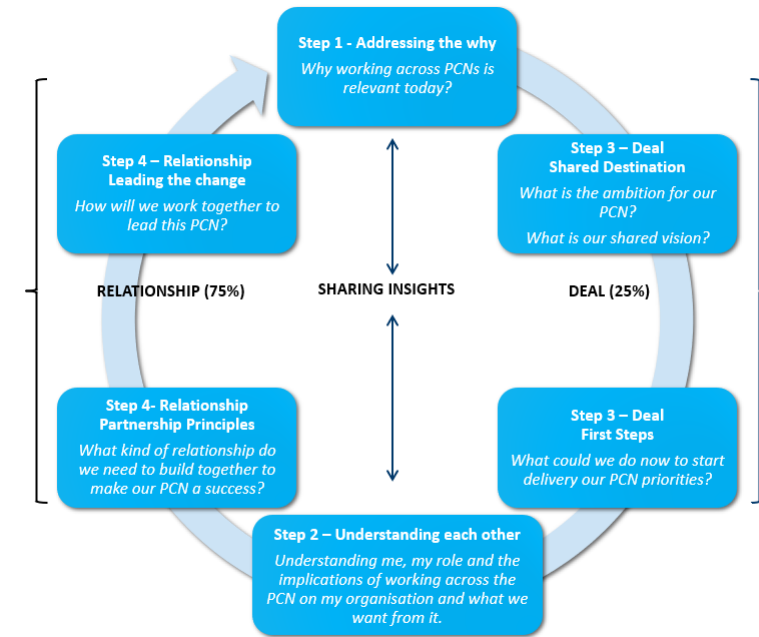


# Unit 4 – Returning to you

## PCN LEADERSHIP DEVELOPMENT PROGRAMME



# Collaborative processes are good, collaborative people are better



# HOW TO DO COLLABORATION

# HOW TO BE COLLABORATIVE



# Conscious Actions for Inclusion

## 4 Keys that Change *EVERYTHING*

- 1. Lean into Discomfort**  
Be willing to challenge self and others. Speak up—bring your voice and street corner.
- 2. Listen as an Ally**  
Listen, listen, listen and engage. Be a partner. Challenge as an Ally.
- 3. State Your Intent and Intensity**  
Clarify intent: State Notions, Stakes, Boulders, and Tombstones. Say what you mean and how much you mean it.
- 4. Share Street Corners**  
Accept others' thoughts and experiences as true for them. Hear others' differences as additive.

Practiced together, these 12 Conscious Actions create a **Joining Mindset**, which builds partnership, collaboration, and teamwork.

### Inclusion Is...

A sense of belonging;

Feeling respected, valued, and seen for who we are as individuals;

There is a level of supportive energy and commitment from leaders, colleagues, and others so that we—individually and collectively—can do our best work.

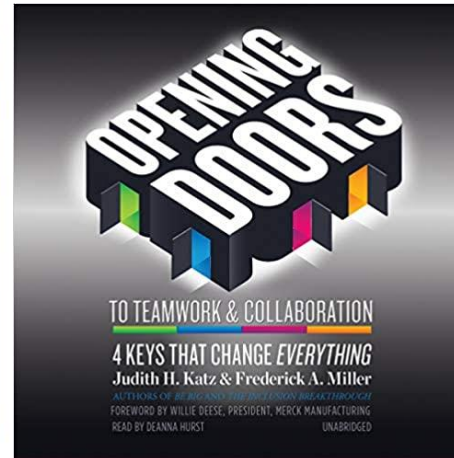
## Sustaining Behaviors

- 5. Greet people authentically—say "hello."**
- 6. Create a sense of safety for yourself and your team members.**
- 7. Work for the common good and shared success.**
- 8. Ensure right people, right work, right time: Ask who else needs to be involved to understand the whole situation.**
- 9. Link to others' ideas, thoughts, and feelings—give energy back.**
- 10. Speak up when people are being made "small" or excluded.**
- 11. Address misunderstandings and resolve disagreements—work "pinches."**
- 12. Build *TRUST*: Do what you say you will do and honor confidentiality.**

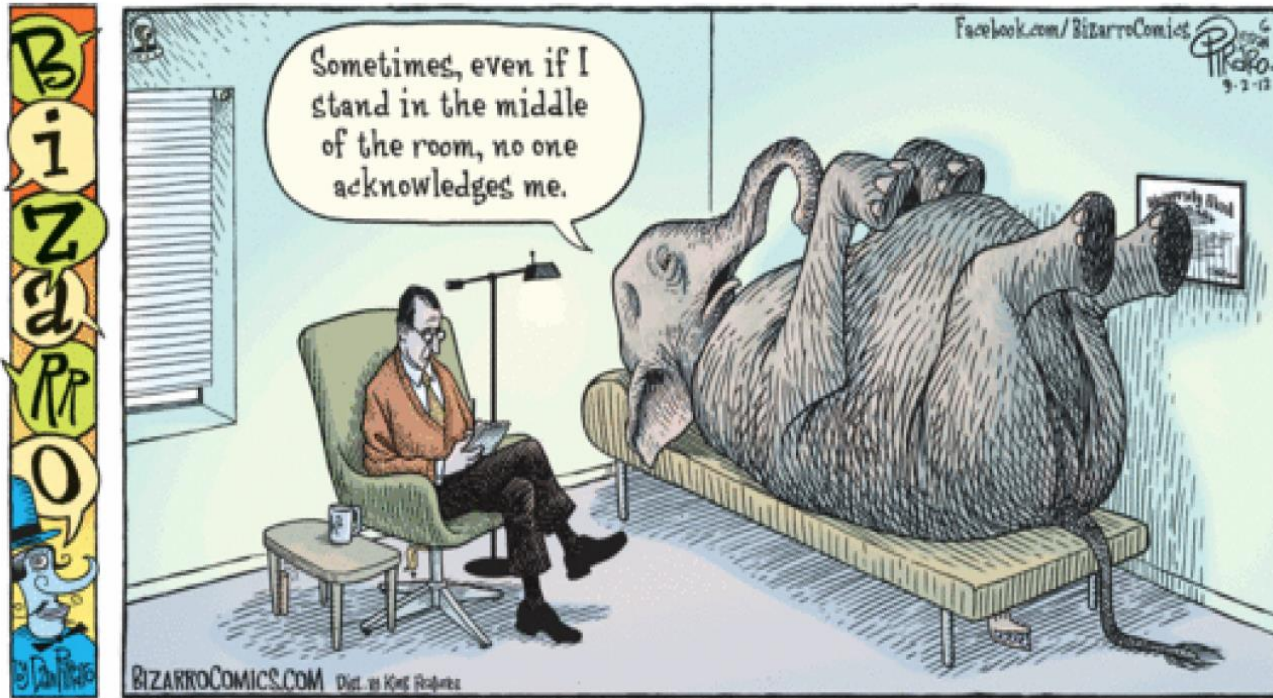
**CHANGE THE INTERACTION · CHANGE THE EXPERIENCE · CHANGE THE RESULT**

Lean into discomfort  
Listen as an ally  
State your intent and intensity  
Share your street corner

Source: Katz and Miller



# Collaborative behaviours are more than just being cooperative









Before you embark on collaborative working, consider the following questions:

- ❁ Am I ready to share?
- ❁ Am I ready to deal with the competition?
- ❁ Do I really want honest feedback?
- ❁ Am I prepared to let go of my area?
- ❁ Will people might think I am not quick enough?
- ❁ What will I need to stop doing to help this collaboration work?
- ❁ Do I hate conflict, and will I avoid it?

## Self-Activity 14: Returning to you

*Considering your learning from Module 2, what skills, knowledge and behaviours do you need to develop to facilitate partnership working across your PCN?*

# FOCUSING ON ME

-  What skills, knowledge and behaviours do I need to develop to facilitate partnership working?
-  Do I understand the ask?
-  What will this change mean for me and my role?
-  What will it mean for the way I work? What needs changing? What can I still do? What do I need to stop doing?
-  What are the challenges am I expecting?
-  How can I overcome these challenges?

