



Welcome to the Webinar
**CULTIVATING COLLABORATION
IN A CRISIS**

Facilitator: Mehul Joshi

Panel: John Buchanan, Philip McGlade & Virginia Mansell

27 July 2020

Purpose of our Lunch & Learn Webinars

Create a forum to facilitate expertise, insights and perspectives that help leaders and organisations:

- Respond effectively to the people and business impacts of COVID-19
- Emerge stronger

Session Agenda

- Introduction to our panel
- The impact of COVID-19 on collaboration
- Hallmarks of effective collaboration
- Data: Are we truly collaborating?
- Sustaining collaborative behaviours
- Q and A

Our Panel



John Buchanan

Former Australian Cricket Team Coach
Leadership consultant



Philip McGlade

Asia Pacific Managing Director,
Trek Bicycles



Virginia Mansell

Psychologist, Board Director
CoachLogix, Founding Partner SMG

Col·lab·o·ra·tion

noun

Two or more people
working together
towards shared goals



The Hallmarks of Effective Collaboration during a Crisis

1. Encouraging naïve questions and constructive challenge
2. The absence of hoarding behaviours
3. A connection with the front lines
4. Reinforcing the business's purpose and goals frequently
5. Getting team members to reflect on their preferred ways of working
6. Championing and recognising collaborative leaders and teams



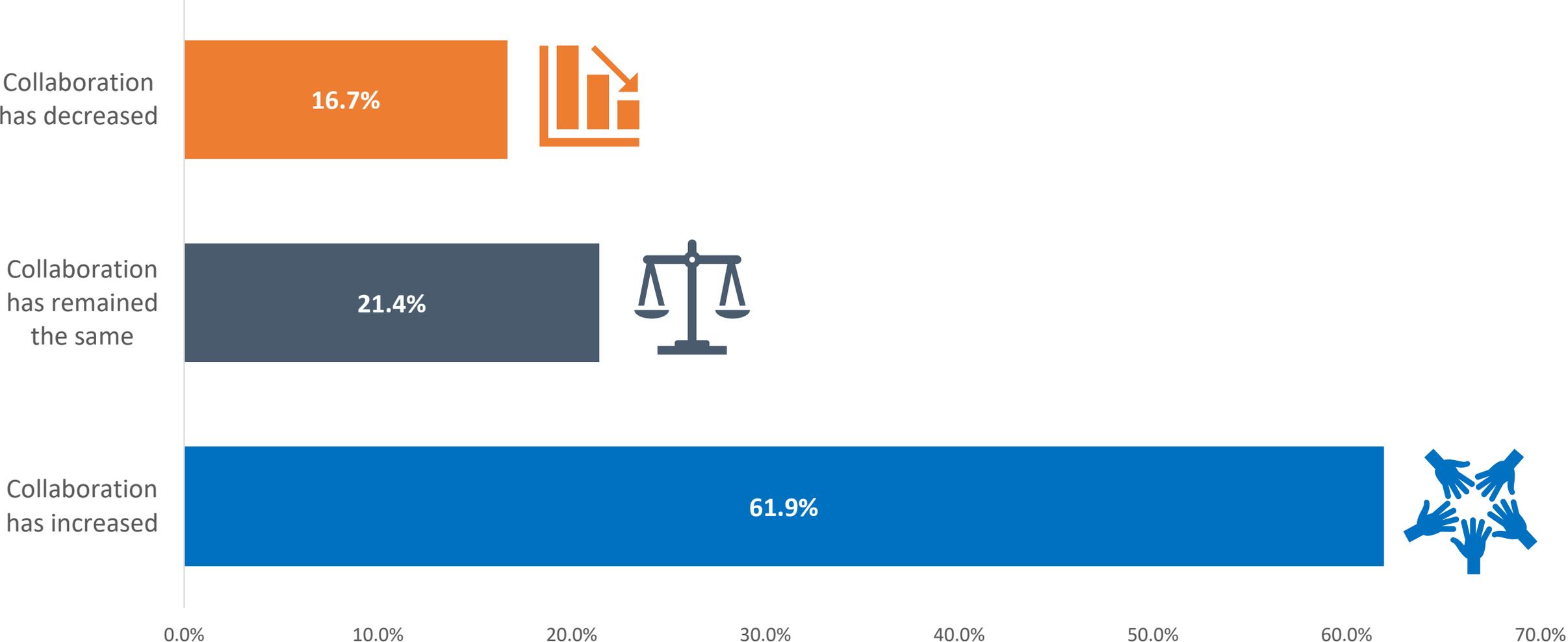


Poll Question:

How have the levels of collaboration changed in your organisation since the beginning of the COVID-19 crisis?

- Collaboration has decreased?
- Collaboration has stayed the same?
- Collaboration has increased?

Pre Webinar Survey Response:



N= 48, majority of respondents are organisations with more than 100 people

Yes, collaboration has increased (verbatim summary):

“
There is a great sense that
“we are all in this
together” so people are
more collaborative.
”

“
Greater use of digital tools
such as MS teams. It’s easier
and a more level playing field.
”

“
There’s more dialogue,
more time spent aligning
expectations, more clear
commitments to each
other on who does
what when.
”

“
There are more whole
of organisation discussions
that focus on
the common good
as opposed to functional
or individual agendas.
”

“
There are more requests
for input into new ventures
”

No, collaboration has decreased (verbatim summary):

“
...less hallway chats,
reactive mindset when
looking at the future
”

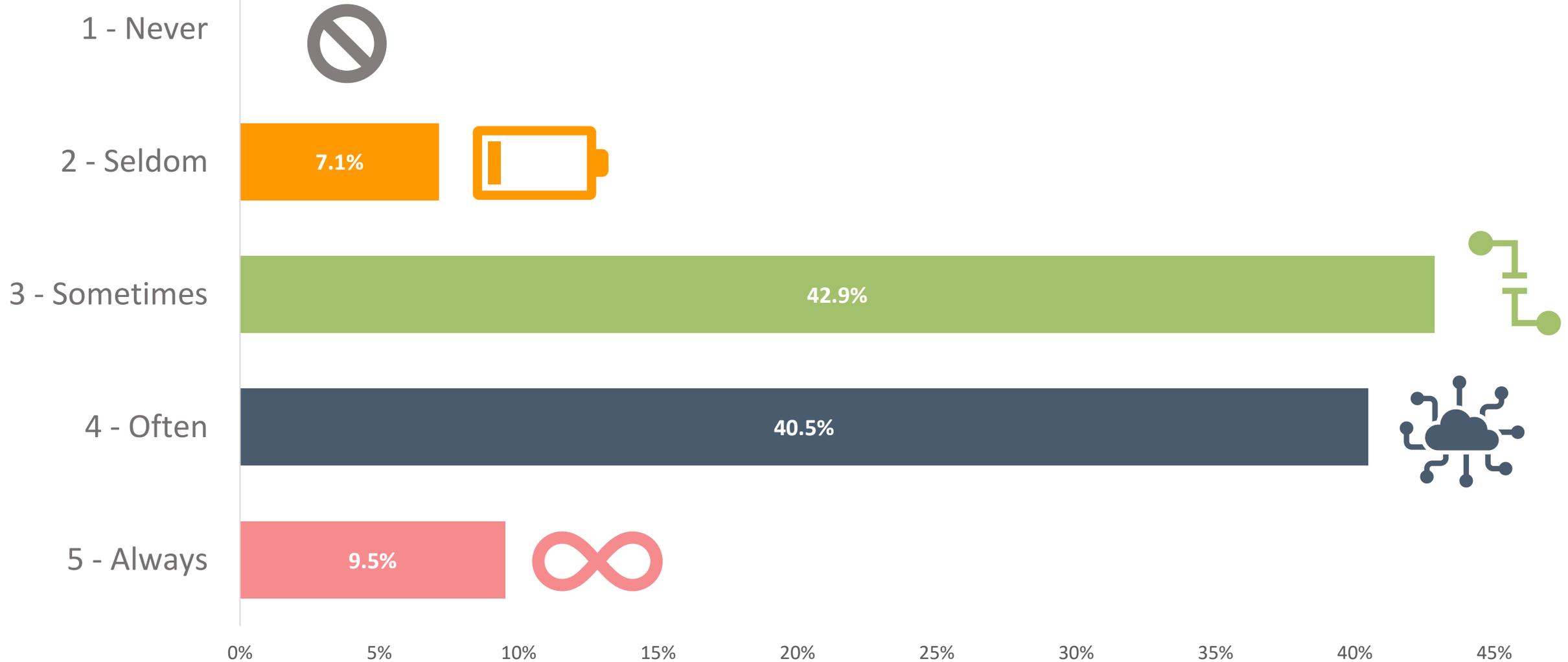
“
We have less work and less
employees equalling less
collaboration.
”

“
It's easy to collaborate
with projects that are “in
flight”... it's much harder
to create something new.
”

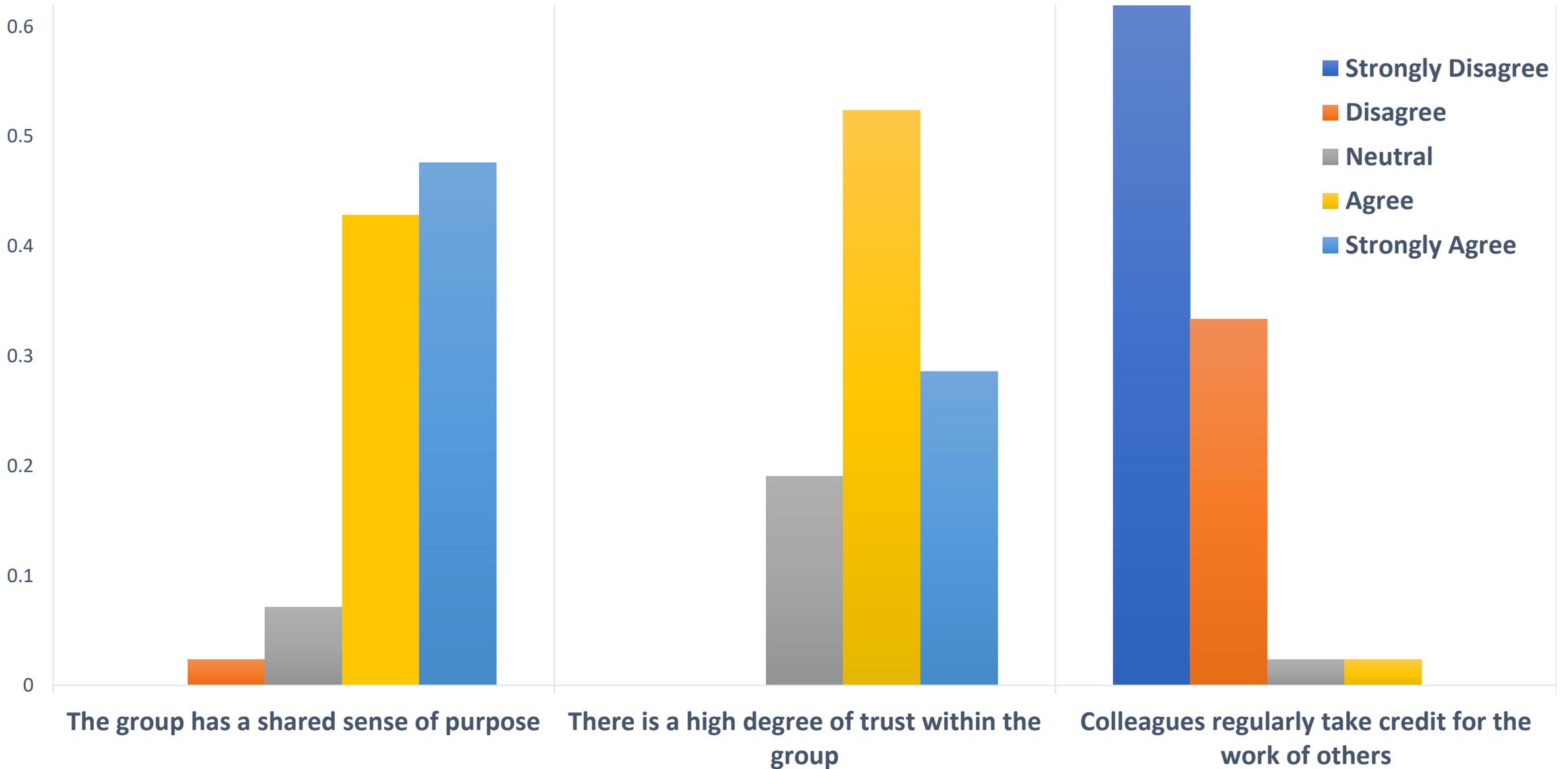
“
Collaboration, what
collaboration?
”

“
We are missing the
informal interactions
across the value chain.
”

My Organisation creates an environment that promotes asking naive questions and constructive challenge.



To what extent do you agree or disagree with these statements:



How are people within your organisation recognised for working in a collaborative way?

“ Additional access to personal development opportunities and acknowledgement ”

“ Team recognition and not individual recognition ”

“ Manager recognition, internal reward programs and part of performance assessment – it’s one of our values. ”

“ Formally through our quarterly recognition awards, informally through feedback and manager recognition ”

“ No formal recognition: How the team functions is the real measure of collaboration. ”



Poll Question:

Once we have finally emerged from this crisis what is likely to happen to the levels of collaboration?

- Decrease
- Stay the same
- Increase

Please use the chat function to share your thinking behind your response

Questions & Answers

A top-down view of a wooden desk. On the left is a silver laptop with a dark keyboard. In the center is a white mouse. On the right is a white coffee cup with a latte on a saucer. Below the mouse is a white tablet with a black screen. A yellow pencil is visible on the left side of the desk.

Next Webinar:
10 August 2020
12:00 – 1:00pm

Thank you

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