

Welcome!

The Power of Collaboration

Pacific Coast Congress of
Harbormasters Port Managers, Inc.

April 10, 2013

HENLEY LEADERSHIP GROUP
THE INSPIRATION TO LEAD





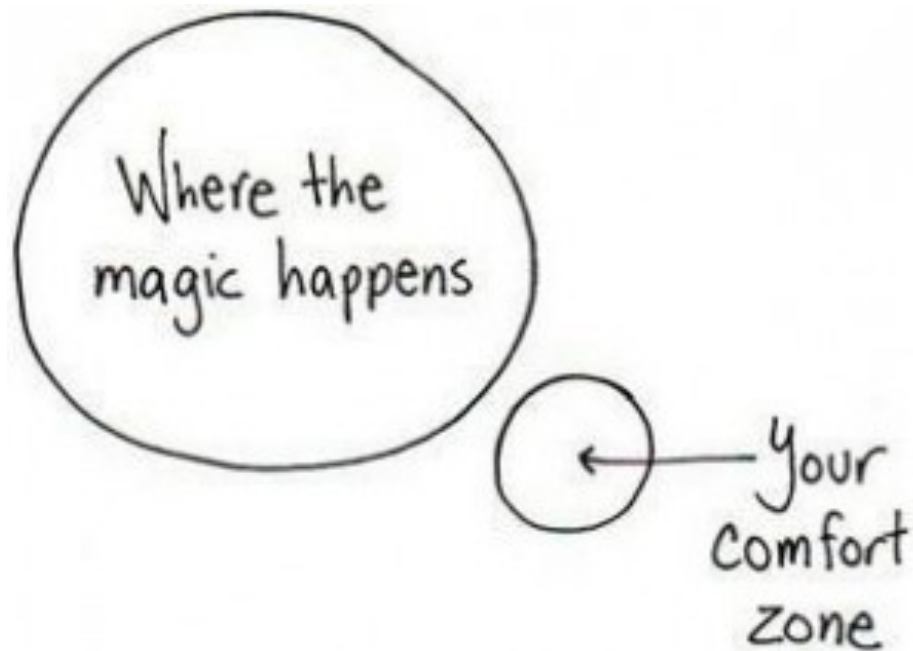
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Who we are

- Based in Seattle, Washington, we are a leadership development firm that serves clients who are dedicated to performing at their highest and best
- We provide new ways of thinking and doing business
- We work with organizations that value their ability to shape the way business gets done, and have a commitment to staying current with leading-edge thinking

Distinctions

- Generous Listening
- Be Willing and Open
- Stretch Yourself—Expand Your Comfort Zone



Meeting the people sitting next to you:

- **If you don't know the people sitting next you, introduce yourself and tell them what harbor you serve.**
- **Briefly tell the person one event on the water that stands out for you in your lifetime**

The Five Elements of Collaboration

“....extraordinary collaboration, the process where by Great Groups are able to accomplish so much more than talented people working alone.”
-Warren Bennis



Element #1:

Develop Trust and Respect

- Cultivate an environment where conflicts can be resolved in a healthy way
- Encourage the use of prompt, thoughtful feedback on behalf of producing powerful results
- Seek ways to tap each other's skills
- Be willing to have the hard conversations needed to advance common goals



**Take a minute to grade your self
and then your team in your grade.**

**Only complete the section on
Trust and Respect**

**If you are willing, share your grade
with the person next you and say
why you gave that grade.**

Element #2:

Hold a Shared Compelling Purpose

A well crafted compelling purpose has a powerful and irresistible effect.

People feel:

- pulled to work
- energized by the task at hand
- inspired to go above and beyond
- compelled to take action



**Take a minute to grade your self
and then your team in your grade.**

**Only complete the section on
Shared Compelling Purpose**

**If you are willing, share your grade
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why you gave that grade.**

Element #3:

Increase Your Competence



For true collaboration to be present, each person must expand his or her competence in four domains:

- Physical
- Intellectual
- Emotional
- Spiritual

This means finding ways to regularly renew spirit, increase physical stamina, expand emotional intelligence, and build mental mastery.

**Take a minute to grade your self
and then your team in your grade.**

**Only complete the section on
Increase Your Competencies**

**If you are willing, share your grade
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Element #4:

Build Strength Through Breakdown

Failure offers the opportunity to recognize that something new must be tried, perhaps a changed perspective is needed, or some learning accomplished. It is at the moment of failure that we gain access to new levels of creativity.

To gain a powerful relationship to failure:

- Be willing to take risks on behalf of breakthroughs
- Acknowledge the failure, no matter its size
- Look past it without laying blame
- Make the choice to learn from it



Take a minute to grade your self and then your team in your grade.

**Only complete the section on
Building Strength Through
Breakdowns**

If you are willing, share your grade with the person next you and say why you gave that grade.

Element #5:

Engage the Power of Appreciation



- Higher levels of job satisfaction
- Decreased cases of burnout
- Reductions in employee turnover
- Healthier relationships
- Improved attendance, performance, and productivity
- Greater customer satisfaction
- A more positive corporate culture and work environment

Appreciation by the numbers:

64% of Americans who leave their jobs say they do so because they don't feel appreciated
-U.S. Department of Labor

85% of workers are dealing with managers who don't acknowledge or appreciate their work
43% have not been recognized in the past three months
Of all workers surveyed, 36% plan to seek new jobs in 2011

-Globoforce survey in 2011

The Five Elements of Collaboration-

Your Turn

Reflect on the Five Elements of Collaboration.

What is one action you are willing to take on to increase your ability to collaborate?

Who will you express your appreciation to in the next week?

What is one idea or learning from this training that you are willing to share with your team after the conference?



**Take a minute to grade your self
and then your team in your grade.**

**Only complete the section on
The Power of Appreciation**

**If you are willing, share your grade
with the person next you and say
why you gave that grade.**

Questions to answer on your note page

- One action you can take to become more collaborative?
- One person you will express your appreciation to?
- One idea from this session that you would be willing to share with your team?

Invitation for your learning

These five elements of collaboration take practice, contemplation, and consideration.

We invite you to take on just one of the five elements of collaboration to practice.

Thank you for your time and participation

