

BACK-TO-FUNDAMENTALS COLLABORATION: SKILLS FOR ESTABLISHING EXTREME ALIGNMENT ON YOUR TEAM



Everyone at work is collaborating with lots more people than ever before. Not just those working alongside them, but all over the organization chart—up, down, sideways, and diagonal. The truth is, everyone wants to be able to depend on each other and deliver for each other. But when no one has the authority to require others to get things done, how are we supposed to deliver consistent results and maintain high performance?

Rather than escalating conflicts to a manager, resisting those conflicts and remaining frozen, or “proceeding until apprehended”, collaborate the right way: by aligning up, down, sideways, and diagonal.



The ad hoc, unstructured, as-needed communication typical of the collaboration revolution often breeds unnecessary problems that get out of control—leading to delays, errors, and plenty of relationship damage. **Extreme alignment is the solution.**

In this program, Bruce distills the proven best practices of real people, collaborating in the real world, into guidelines for communication that will revolutionize how you and your team work together. Drawing on decades of research into the habits and systems of successful people in highly-collaborative roles, Bruce equips teams with simple but powerful strategies for staying aligned, no matter where each person falls on the organization chart.

PARTICIPANTS WILL LEARN:



- What The Authority Conundrum is, why it happens, and how it stalls productivity, damaging working relationships over time
- The importance of alignment in today's workplace—whether working as part of a team or as an "independent" contributor
- Why establishing alignment helps build true accountability by turning it into a process, not a slogan
- How to "work things out at their own level" and "take charge" without bribing, coercing, bullying, or overstepping their role

TECHNIQUES AND BEST PRACTICES FOR:



- Aligning vertically, before going sideways or diagonal
- "Going over your own head" at every step, through regular structured dialogue
- Putting more structure and substance into ad hoc, unstructured communication
- Dealing with interrupters and distractors
- Having better meetings and being a great meeting citizen
- Managing relationships in every direction on the organization chart: up, down, sideways, and diagonal