

# The Zen of Collaboration

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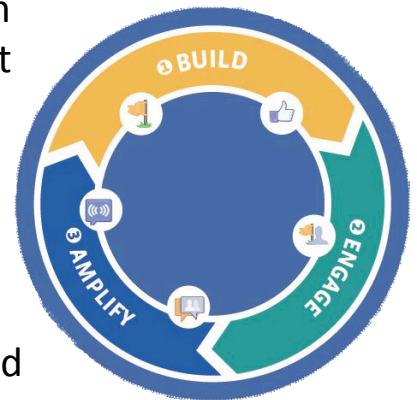
The nature of our [VUCA WORLD](#) has created the requirements for new kind of “consciousness” within organizations today. Successful organizations must be focused, fast and flexible to compete in the VUCA world; but it is the “how” to get everyone on that page that can be so very challenging. Anyone who enjoys science fiction novels may already be familiar with Orson Scott Card’s intriguing series, [Ender's Game](#). The story presents an imperiled humankind barely surviving two conflicts with an insectoid alien species called "Buggers" by most of the population. An important part of the story revolves around competing against the Buggers powerful [collective consciousness](#) called “hive mind”. Ender Wiggin, the protagonist boy leader ultimately prevails to save the human race by creating comparable focus and shared consciousness combined with the remaining threads of human ingenuity. Creating shared consciousness in thought and action within organizations sometimes seems almost like a science fiction fantasy in many circles today.

This past year, we conducted a series of workshops with the global supply chain team of a large consumer products company that was somewhat exhausted from two years of single-focused hammering on how to drive down costs throughout its supply chain and its partners. It was clear that the over-riding group consciousness had produced significant early savings but that they were now experiencing some of the rebound effects ... quality and service gaps and greater alienation of customer and innovation stakeholders in across the business. The lesson is clear that collective consciousness is powerful and that leadership should insure that to make their core messages are aligned and synchronized to drive the clear and correct consciousness down through the organization. More and more, we are seeing the agile organizations placing increasing emphasis on fostering aggressive, strategic

collaboration ... providing both expectations and tools for global collaboration.

For the past couple of years, we have helped support another well-known global consumer brand build its collaboration capability with key in-country leaders by providing focused leadership coaching services on decision-making, influencing, conflict management and leadership communication. They are striving to build a global shared consciousness around their strategic imperatives but also the expected skills that leaders who will advance through the ranks must have. Their key leaders are getting the message and are motivated to develop these skills. So much collaboration is being done “virtually” these days .. there is another whole article worth of insights to discuss on that front.

Lastly, we are also finding explosively increasing use of social media networking tools WITHIN organizations to support and fuel greater internal collaboration and networking. It is even becoming a common part of “emerging leaders” talent development initiatives. Most professional services organizations like ours, have been tapped in with FACEBOOK, TWITTER and LINKEDIN for some time. We would like to invite you to join our “collective consciousness” conversation and to signal if you LIKE US? So, the Zen of Collaboration is to be clear and aligned with core messages you wish to permeate your organizational leadership culture and aggressively find ways to reinforce and facilitate the kind of collaboration you seek ... it has a huge payoff.



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