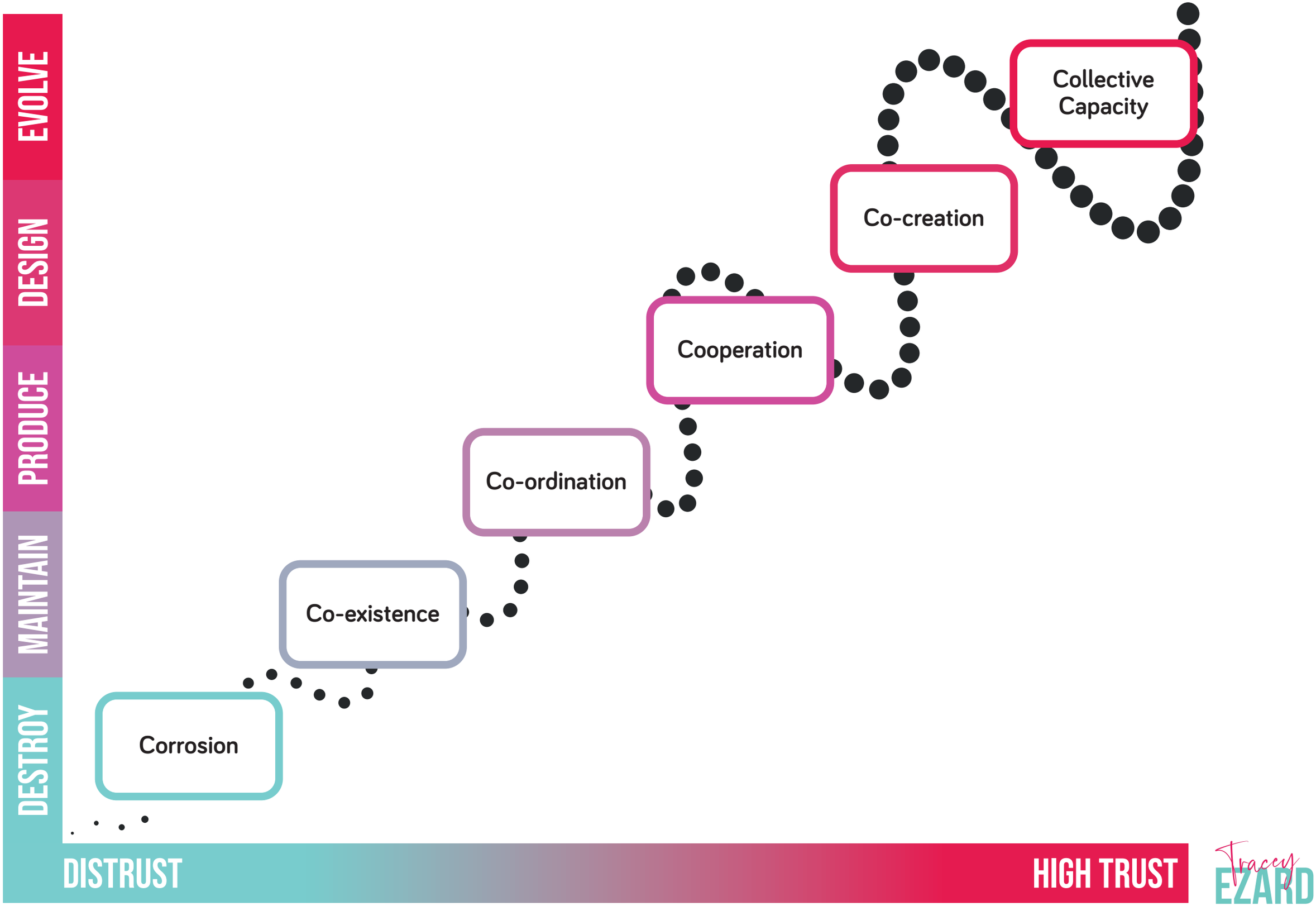
# COLLABORATION CONTINUUM

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# COLLABORATION CONTINUUM

EVOLVE

DESIGN

PRODUCE

MAINTAIN

DESTROY

Outcomes of projects are not seen as a comparison of success but a building of collective capacity to continue to evolve and transform the work of the team. There is a high level of learning and quality feedback on the initiative or project across the team and organisation.

**Collective Capacity**

**Co-creation**

Discussion and activity are centred on working and learning together to design the quality and thinking behind the whole work. Diverse skills are tapped into to achieve goals. Teams work together to create better ways of doing things that results in more effective results.

Knowledge and information is shared and discussed. Work tasks such as planning are divided between members to use time more effectively and build consistency. Duplication of thinking and delivery moves toward collective and integrated approaches

**Cooperation**

**Co-ordination**

Information is disseminated and discussed for coordination and management purposes. Interaction is about smooth processes and organisational issues.

Members inhabit the same space or 'subject' area only. Job titles may be similar. Little or no interaction beyond being part of a group that co-exist in the same space or content.

**Co-existence**

**Corrosion**

Powerplays and egos run rampant, creating havoc with any plans to work together de-railed by lack of trust and poor behaviour

DISTRUST

HIGH TRUST

Tracey EZARD