Architecture of Collaborative Excellence

Collaboration has been a part of human existence since pre-historic times. Humans are wired genetically to act in three "archetypical" patterns – 1) *Adversarial*, 2) *Transactional*, and 3) *Collaborative*.

The sad reality is: we actually have codified the first two quite well.

But we have only a smattering of understanding how collaboration really works and the exceptional results it potentially produces.

This is why leaders need to understand the *systems design architecture* of collaboration to put it to better use and built it into their organization's DNA.

Collaborative Excellence Architecture is a major breakthrough in understanding people, leadership, and organizations. It works and creates powerful impacts because it is a *Fully Integrated Systems* approach.

Our Powerful Value Proposition:

- Create Sustainable 25% Competitive Advantage including Profit, Productivity & Innovation Gains
- Easy to Understand, Simple to learn, Quickly mastered, has different levels of sophistication from 101 (basic), 201 (intermediate) 301 (advanced) 401 (mastery)
- Operationalized by series of Action-Planning Workshops for those engaged in creating solutions.
- System can be customized and transferred to the HR/Training Department

Impacts:

- Increase Performance, Productivity, & Profitability 15-30%
- Reduce Turnover, increase Millennial Job Retention
- Increase Innovation Flows – 2-5X, Increase speed of decision-making 10%-50%
- Reduce Litigation & Reduce Risks by 20-30%
- Increase Trust 10-50% (10% increase in trust translates to a 40% increase in employee well-being)
- Increase Customer Satisfaction/Retention, Use Customers as part of your "Innovation Engine"
- Manage Complexity in Organizations and Projects – on-time, on-budget delivery
- Double or Triple Alliance Success Rates, Tear Down Silos blocking flow of information & innovation

Applications:

Any organization, old or new, business or NGO whose senior leadership team is committed to build collaborative excellence.

- Alliances, Eco-Systems, Supply & Value Chains, Mergers & Acquisitions
- High Performance Teams & Cross-Functional Integration
- Large Scale (Complex) Projects
- Strategic Execution, Turnarounds, & Transformations
- Complex Negotiations

Integrated Diagnostics

Base-line Assessments of Organizational Health are gathered early in the process to understand what's going well, what's going awry, and the key trigger points need to manage to put the organization back on track. These key trigger points also can be used before initiating any large project, alliance, or acquisition to maximize value creation and ensure future success.

These *Integrated Systems Diagnostics* are underpinned by a proprietary *Behavioral Algorithm* jointly developed Harvard Business School Professor Paul R. Lawrence and Robert Porter Lynch.

SIX CORE ARCHITECTURES OF COLLABORATIVE SYSTEMS

30 years in the making to discover, design, develop & test the first *fully integrated system* that elegantly connects 6 levels, producing 25% competitive advantage.

The integration of every architecture enables engineers to move quickly from one level to the next.

Network Architecture

COLLABORATIVE ECONOMICS Architecture

Collaboration & Teamwork Culture Architecture

COMPLEXITY
LEADERSHIP
VALUE CREATION
INNOVATION
CULTURE
TRUST
HUMAN BEHAVIOR
ARCHITECTURES

4 –Dimensional Leadership Architecture

COLLABORATIVE INNOVATION Architecture

Bond Create
Acquire Defend
Trust Architecture

These six architectures are simple, easy to learn & remember, elegant to use, Field Tested and produce measurable results with minimal resources.

All six are seamlessly woven into the fabric of the systems architecture
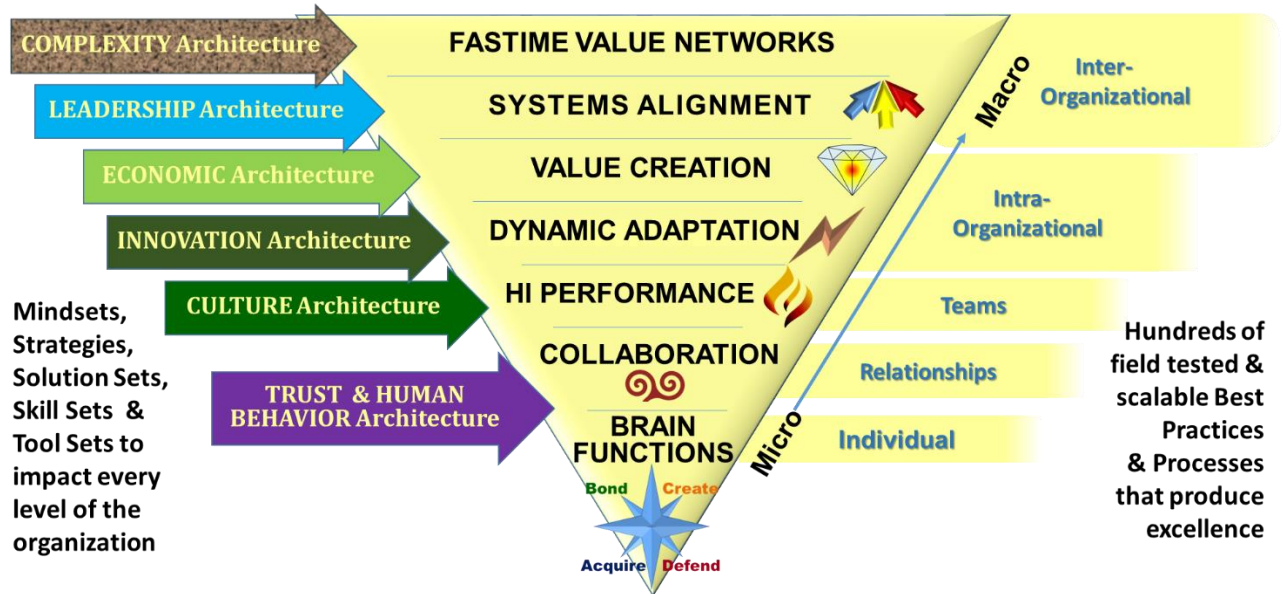
"Collaborative Operating System"

Collaborative Excellence is not just a shift in "technique", it's a shift to install a "collaborative operating system" in organizations. To use an analogy, your computer's operating system does three things:

1. **Manage Assets & Resources** of the Organization (computer's), such as the human resources, assets, structures, key functional areas, inputs, and outputs, (Analogy: computer's *hardware*)

2. **Establish User-Interface,** (the Culture) especially how people perceive their realities, interact with others, understand their roles, priorities, rewards, punishments, (Analogy: *user*)

3. **Execute Functional Operations** -- and provide *services for applications and functions*, such as operations, customer service, delivery of products, research, etc.

SIX INTEGRATED CORE ARCHITECTURES
SYSTEM OF COLLABORATIVE EXCELLENCE

COMPLEXITY Architecture → FASTIME VALUE NETWORKS — Inter-Organizational

LEADERSHIP Architecture → SYSTEMS ALIGNMENT

ECONOMIC Architecture → VALUE CREATION — Intra-Organizational

INNOVATION Architecture → DYNAMIC ADAPTATION

CULTURE Architecture → HI PERFORMANCE — Teams

TRUST & HUMAN BEHAVIOR Architecture → COLLABORATION — Relationships

BRAIN FUNCTIONS — Individual

Bond   Create   Acquire   Defend

Macro / Micro

Mindsets, Strategies, Solution Sets, Skill Sets & Tool Sets to impact every level of the organization

Hundreds of field tested & scalable Best Practices & Processes that produce excellence

Collaborative Excellence Requires New Thinking, New Mindsets, and New Skillsets

Applications Workshops Offered

Implementing Game Changing *Shifts* — Architectures Programs & Tools

Collaboration Metrics & Health Diagnostics — Leadership as a System, Dynamic Realignment — Collaborative Systems — Building a Team You Can Trust — Trusted to Lead — Economics of Trust

Driving Strategic Innovation / In the Value Chain — Collaborative Law — Strategic Execution — 4 Drives of Human Behavior — Collaborative Innovation — Value Maximization — Strategic Alliances Best Practices

Strategic RelationSHIFT, Re-Aligning Alliances for Breakthrough Performance — Building a Powerful Value Proposition — Great Collaborative Champion — Three Faces of Capitalism — Trans Alignment Negotiation — Trans Alignment Leadership & Facilitation Institute in Partnership with International Collaborative Leadership Institute ICLI, Come to Naples or We will come to You