

# RADICAL COLLABORATION

WORKING EFFECTIVELY TOGETHER



# DO YOU RECOGNIZE...?

Cross-collaboration in the company is lacking, and it hurts the customers and the business...

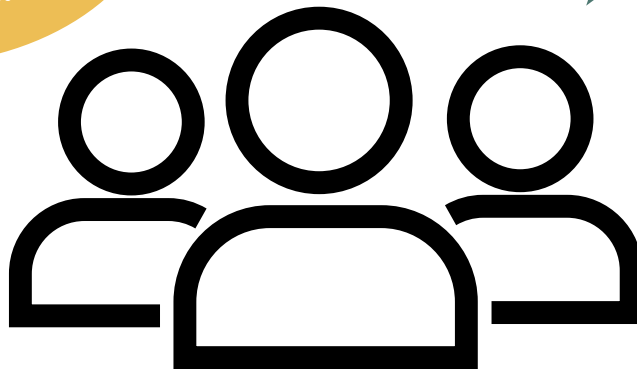
People have very different views about how things should be done in our company...

Some people seem hesitant to express a different point of view...

Some people are not aware of how their behavior impacts others...

When solving joint problems, people don't take into account the needs and interests of all parties...

We have no good method for resolving joint issues...





**Jim Tamm, the Founder of Radical Collaboration**, is a former judge and an expert in building collaborative workplace environments, with 40 years of experience in the field of alliance building and conflict resolution.

As a Senior Administrative Law Judge for the State of California for 25 years, Jim mediated more than 1,000 employment disputes. He is a former law professor and is currently on the faculty of the Talent Development Program at Harvard University, the International Management Program of the Stockholm School of Economics, the Management Education Program at NASA, and the Leadership Academy of the University of California, Santa Cruz, and the Wallenberg Institute in Sweden.

Jim has a diverse client base of international organizations ranging from the United Nations, NASA, Toyota and Boeing, the US Army and Navy, to universities, financial institutions, and pharmaceuticals companies.

Jim is the creator of the Radical Collaboration® workshop and co-author of the best-selling book Radical Collaboration, which was on Amazon's top seller lists for workplace, organizational psychology, collaboration and negotiations book for most of the past nine years.

# WHAT IS RADICAL COLLABORATION?

Radical Collaboration is designed to teach people **five very practical and immediately useful skills** essential to building **more effective collaborative relationships** between individuals and within teams and organizations.

It is a **three-day, highly interactive workshop**, offered both as an open enrollment workshop, and as in-house training. It is particularly effective for established teams trying to build more trusting, collaborative relationships with colleagues, customers, and partners.

This program is acknowledged for its **effectiveness, depth, immediately applicable skills learned in a relatively short amount of time**, and is run world-wide in organizations aiming to create a high-performance environment.

## THE 5 ESSENTIAL SKILLS

### Collaborative Intention

**Stay non-defensive** and **commit to mutual success** in relationships.

### Openness

**Create an environment that is psychologically safe** enough for people to tell you the (their) truth, or raise difficult issues

### Self-accountability

**Take responsibility** for the **choices** you make and for the **intended and unintended consequences** of those choices

### Self-awareness

Commit to **know yourself** and **others** well enough to explore and resolve difficult **interpersonal issues**

### Negotiation & Problem Solving

**Skillfully negotiate** your way through inevitable conflicts in a way that **supports** rather than undermines the relationship

# RESULTS IN ORGANIZATIONS

## 89%

of the participants reporting more effectiveness in conflict resolution

Prior to the training, **70%** of participants characterized their working relationship as adversarial.

After the program

## less than 1%

said it was adversarial

**57%** said their working relationship was unproductive. After the training,

## 87%

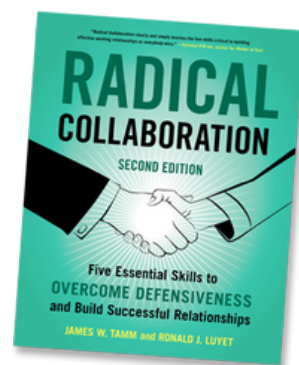
felt their working relationship was productive.

"the results were not a momentary "honeymoon" response, but were

## long-term gains"

# EXPECTED OUTCOMES

- Develop **key leadership skills** that are crucial for effective collaboration; **feeling centered** and **being more influential**
- Develop the ability to **connect with others** and **build trust**
- Acquire skills in **interest-based problem-solving, negotiation** and **conflict resolution**
- Increase **self-awareness** of **personal preferences** and **styles**, when collaborating and managing conflict
- Know how to **create psychological safety** so people feel safe to raise difficult issues
- Develop a **higher level of personal responsibility (self-accountability)** when solving differences in important working relationships
- Develop **metacognition skills** that allow you to be more aware of your own concerns, intentions and motivations and those of other people
- Have an opportunity to **devise a plan for dealing with a real and current collaboration challenge** that you have



## TRAINING METHODOLOGY

A variety of teaching methods are used to enhance your learning experience and to help you put it easily into practice after the training: case studies, simulations, lectures, visualizations, self-assessment instruments, group debriefs, small group discussions, feedback instruments, work on real-life cases.

# GENERAL INFORMATION

- **3 experiential** and **intense** training days (consecutive or spread over a period of 4-5 weeks)
- **Warm up** and interaction on digital learning platform Howspace, or **gathering of data** via menti (if agreed)
- Facilitation by **2 experienced senior trainers**
- Work in groups or with buddy on **concrete real-life case**



## WHO CAN BENEFIT FROM THE PROGRAM?

Radical Collaboration is for anyone and any team that would like to improve their effectiveness and collaboration skills.

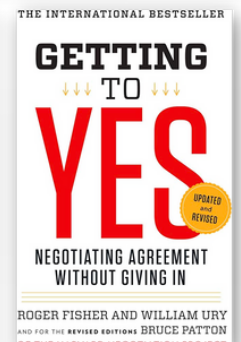
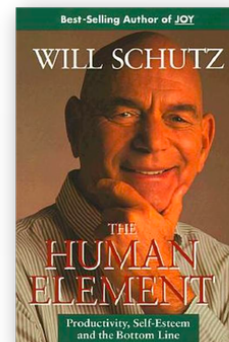
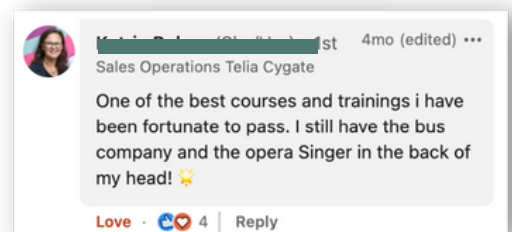
It is also particularly helpful for individuals responsible for creating more collaborative environments within a team or organization, both in global organizations and complex matrix structures but also in fast-growing start-ups where the ability to build effective working relationships becomes increasingly important as the organization scales in size and the environment becomes more complex.

Participants include (but are not limited to):  
(Executive) Leadership teams, Division Heads, Project Leaders, HR professionals, Teams that need to work across functions and have a need for high levels collaboration



## KEY CONCEPTS

- The **5 Essential Skills** for Building Collaborative Environments
- **Red** zone / **Green** zone organizations & environments
- **FIRO Theory** developed by Dr. Will Schutz: “Fundamental Interpersonal Relationships Orientations”
- **Interest Based Approach to Negotiation and Problem Solving** (John F. Kennedy School of Government at Harvard University)
- **Defensiveness** - what is it and how do you work with it
- **Game Theory & Prisoner’s Dilemma** (developed by the RAND Corporation and Albert W. Tucker)



# ABOUT THE TRAINERS

## ANNA FABER

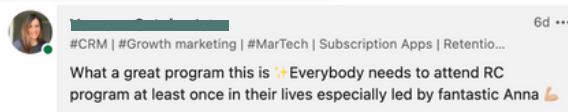
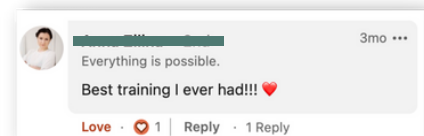
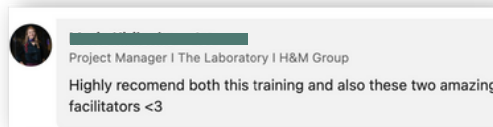
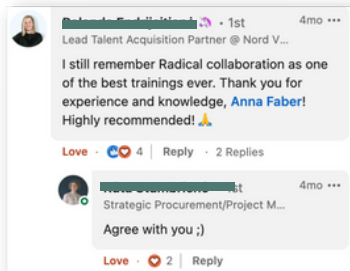


- Organizational & Team Development Consultant, Trainer, Facilitator with over 10 years experience working globally with both scale ups and large corporates
- Background in Behavior Sciences & International Business Development
- Services include the design and delivery of impactful leadership development programs, facilitation of team development or organizational change initiatives, coaching of individuals, and hands-on training of the human skills that robots can't replace
- Licensed senior trainer in Radical Collaboration®
- Vice chairwoman on the board of the Radical Collaboration DACH Association
- Other certifications (selection): Core Qualities®, Immunity to Change®, Teambook.
- German by birth, global in heart & mind. English as working language.

## STAFFAN ÅKERBLOM



- Leadership & Organizational Development Consultant, Trainer, Facilitator, and Executive Coach with over 25 years experience working among others as Global Head of Leadership and Organizational Development at Telia Company and SEB
- Background in Economics and Social Sciences.
- Services offered includes design and delivery of leadership development programs, scaffolding and facilitation of team- or organizational change initiatives, hosting of large group events, coaching of individuals, and inspirational talks.
- Licensed senior trainer in Radical Collaboration®
- Other certifications (selection): The Leadership Circle®, Core Qualities, GDQ Trainer, Teambook.
- Swedish by birth, global in heart & mind. English as working language.



## REFERENCES, TESTIMONIALS & CLIENTS

*"For more than a decade, Radical Collaboration has been one of the most important and best evaluated parts of the International Senior Management Program at the Stockholm School of Economics."*

Tommy Sundin, Director of Executive Programs Stockholm School of Economics

*"Anna Faber is not only an excellent, very experienced Radical Collaboration trainer, she has a wealth of experience working with both leadership issues and team development issues. I've personally co-trained a number of Radical Collaboration workshops with Anna and I'm certain you will not be disappointed."*

Jim Tamm, Founder of Radical Collaboration

*"Staffan is a master trainer, a brilliant course designer and an extremely competent course manager. He is thoroughly steeped in the fields of organizational and leadership development."*

Jim Tamm, Founder of Radical Collaboration



**"YOU CANNOT COMPETE EXTERNALLY IF YOU  
CAN'T FIRST COLLABORATE INTERNALLY"**

**JIM TAMM**

**GET A TASTE  
BY WATCHING  
JIM TAMM'S  
TED TALK ON  
YOUTUBE**



**WE LOOK FORWARD  
TO CONNECT WITH  
YOU!**

**ANNA & STAFFAN**

## **CONTACT**

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