WRM Conversation 10/26/16

1. Evidence of collaboration
2. How does LAS inter-organizational collaboration support mission?
3. Wants & needs

Collaborative Places & Spaces

Informal

We need to learn to say ‘no’.

Sometimes we let go too soon.

There are too many meetings!

But meetings are where collaboration is happening!

Are you going to the meeting?

I was left off the email chain so I was out of the loop.

There are too many tools; information management is incoherent. Our networks don’t sync.

I don’t have enough information; I can’t find what I need.

There is no ongoing overview of projects.

Formal

A group conversation about collaboration

Mission Support

LAS support of mission
• Mapping research ideas to real world problems
• Focused time for thinking and doing
• Address mission gaps with projects
• Prepare for the future
• The whole IC benefits
• Provides purpose

Collaboration at LAS supporting mission
• Better opportunities for innovation
• Diverse thinking/perspectives
• Sparks innovation/new ideas
• Synergy/whole is greater than the sum of the parts
• More understanding, less surprise, more cohesion
• Identify common attributes between organization-specific problems
• Can use same tools, techniques, technologies to solve multiple mission challenges

Defining Collaboration

Working with one or more individuals to share ideas, workloads, thoughts, methods, techniques, etc. towards a common goal.

Groups coming together to solve common challenges to produce results better than they could achieve individually.

Multiple individuals with complementary skills working toward a common goal.

Two or more people working together towards a common goal.

Two or more entities working together to achieve favorable outcomes for each.

Working together towards a common goal/task.

Efficient sharing of information + ideas.

The action of working with at least one more person toward a common goal.

Multiple individuals or groups effectively communicating thoughts/ideas/skills, and working together towards a common goal.

Exchange of knowledge that creates more knowledge.

Working with others for mutual benefit.

LAS Collaboration Kitchen

Participatory goals and objectives
Setting collaboration expectation from the top
Provide orientation
Provide space & places
Provide tools and activities supporting collaboration (e.g. FDA)
Meetings – formal and informal
Identify content needs, capabilities
Capture and formalize lexicon
Support diversity in membership
Celebrate successful outcomes of collaboration

Wants & Needs

• More consistency
• Better integration
• Less disruption
• More accountability
• More clarity
• Agreement on which tech platforms we use
• I can’t tell you due to security—[this was a joke!]

An Individual’s Recipe for Collaboration
(Season to taste)

Orient yourself
• Learn the history and mission/big picture
• Introduce yourself – meeting people
• Spending time with people
• Learn the language

Create your collaborative environment
• Collaboration is learned through experience
• Respect the dynamic nature of the work
• Engage in the kick off & communication activities
• Be patient – a watched pot never boils!

Caution: Gaps Create Barriers

Too many work spaces may reduce opportunities for informal engagement.

Too much technology creates confusion.

Personality barriers: some people can’t work together, cliques create tension.

We can’t do everything: Are we letting go of the right things?