

Presented by  
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# The 3 C's of Great Teams

FRPA Virtual Education -2-8-2022

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## TODAY'S AGENDA



Define the 3 C's



Talk about the  
benefits of  
Collaboration



Learn about what is  
needed to get to the  
top level C



Roadmap ahead

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How do you  
become a Cell?

Know the 3 C's  
of a Team



Coordination



Cooperation



Collaboration

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Are you a  
Band Member  
Roadie  
or Agent?

Agents are the \_\_\_\_\_ logistics

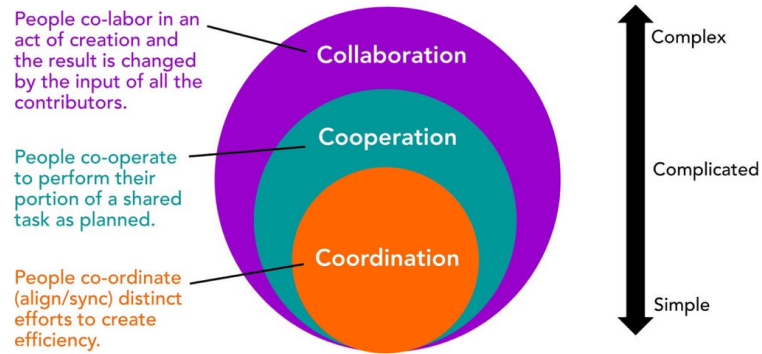
Roadies, on the other hand, are \_\_\_\_\_  
they get paid to support the vision of the band.

Band members are \_\_\_\_\_ they  
write and play songs together, and they're equally  
responsible for the band.

How does this apply to your team?

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## Types of Team Work



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**Coordination** is sharing information and resources so that each party can accomplish their part in support of a mutual objective. It is about teamwork in implementation. **Not creating something new.**



**Cooperation** is important in networks where individuals exchange relevant information and resources in support of each other's goals, rather than a shared goal. **Something new may be achieved as a result, but it arises from the individual, not from a collective team effort**



**Collaboration** is working together to **create something new in support of a shared vision**. The key points are that it is not through individual effort, something new is created, and that the glue is the shared vision.

All are important, All are needed at some point in time

Only One is what you strive for to be a High Performing Team

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## HAVING A PICNIC



**COORDINATION –**  
WHERE AND WHEN



**COOPERATION**  
BYOE – BRING  
YOUR OWN  
EVERYTHING



**COLLABORATION-**  
SIGN UP SHEET

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## Special Event



**COORDINATION –**  
Logistics - time and  
place, schedule staff



**COOPERATION –**  
Show up, and do MY  
job



**COLLABORATION-**  
Check in advance to  
see what else I can do,  
Show up, do MY job,  
help others where  
needed, do more than  
is expected

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## Problem Solving



COORDINATION –  
Explains the  
problem/not my job



COOPERATION –  
Take responsibility for  
“my” part



COLLABORATION-  
\_\_\_\_\_  
\_\_\_\_\_

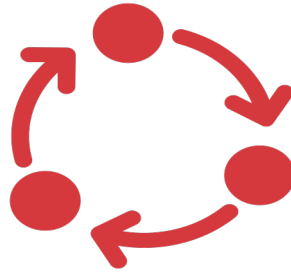
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## What's the Difference?

Collaboration and Cooperation are integral to any successful team, but there's one key difference between the two: ownership.

- **Cooperation** is two people carrying separate logs to the same fire – ultimately, they are responsible for each individual log. When the two logs burn out – the team gets cold
- **Collaboration**, is two people bringing logs for others, making sure there is a fueling agent, helping the others carry their logs, looking for ways they can contribute to keeping the fire stoked

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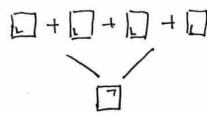
# Why strive for Collaboration?

What are the benefits?

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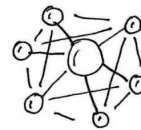
## COOPERATIVE V. COLLABORATIVE

By John Spencer @spencerideas



### COOPERATION

- Mutual respect
- Transparency
- Shared goals
- Independent and dependent
- Loose network
- Short-term
- Sharing of ideas as a group
- Engagement



### COLLABORATION

- Mutual trust
- Vulnerability
- Shared vision and values
- Constant state of interdependence
- Tight culture
- Long-term
- Generation of new ideas as a group
- Empowerment

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**What Is Workplace Collaboration?**

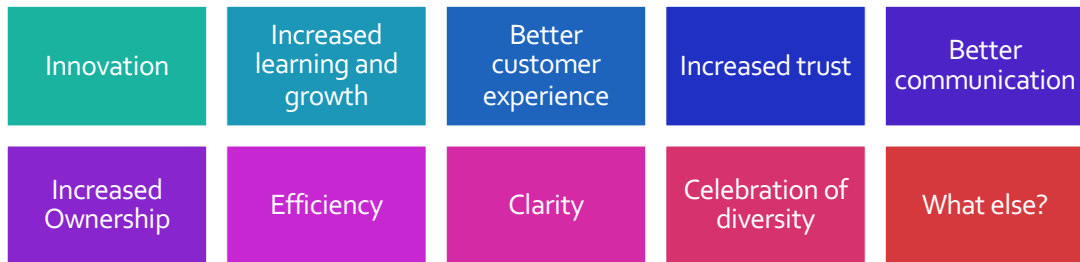
Collaboration entails working with someone else in order to create or produce something.

Successful collaboration includes:

- A willingness to find solutions to problems
- Recognizing collaborators' strengths and weaknesses
- Taking responsibility for mistakes
- Giving credit to others for contributions
- Actively listening to other team members' concerns

the balance

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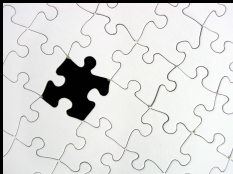


## Benefits of collaboration

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Understanding  
the law of the  
Jigsaw helps  
you understand  
your team

Each piece has a specific role

Each piece is unique in its own nature

The whole is greater than the sum of the parts

By design some pieces are central, some are peripheral

Pieces need someone to move them

Pieces are highly interconnected and depend on each other for the final solution

There are boundaries

There are natural groupings

The solution is fragile

Rapid solution is aided by someone with an overall vision

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Compass

Information =  
Ownership

- \_\_\_\_\_ Where are we going?
- \_\_\_\_\_ How do we get there?
- \_\_\_\_\_ Who are we being along the way?

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Ownership =  
Accountability

What is accountability?

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## Accountability Means:

an obligation or willingness to accept responsibility or to account for one's actions

what happens after a situation occurs. It is how a person responds and takes ownership of the results of a task.

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## Two Choices in any situation Go up or down the ladder

(1) choose to be accountable for what happens next – \_\_\_\_\_

(2) choose to abdicate responsibility for the circumstances and their resolution – \_\_\_\_\_

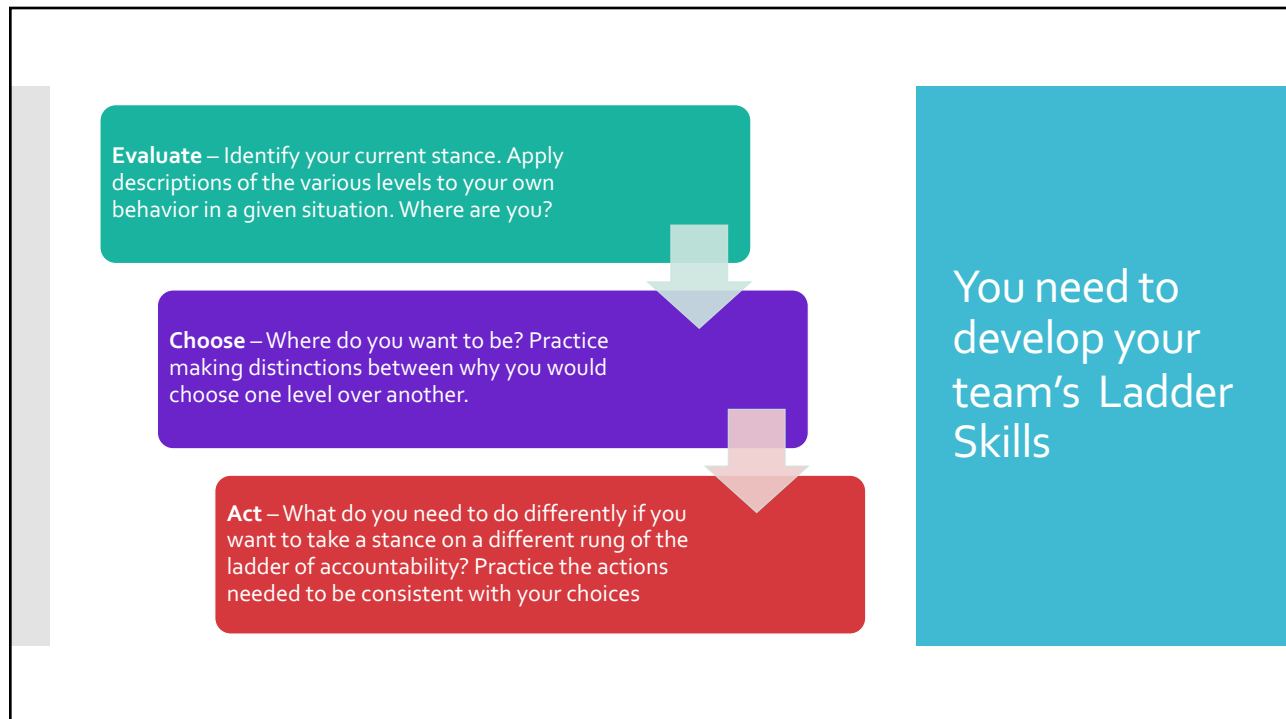
The Ladder of Accountability describes eight levels of accountability.

- The bottom four describe a stance generally focused on the past or avoiding discomfort in the present.
- Choices higher on the ladder tend to decrease anxiety, and in the long run, lead to greater results and enhance relationships.

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Collaboration  
relies on  
Teamwork

What does  
teamwork look like  
to you?

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### Don't Be a Buffalo

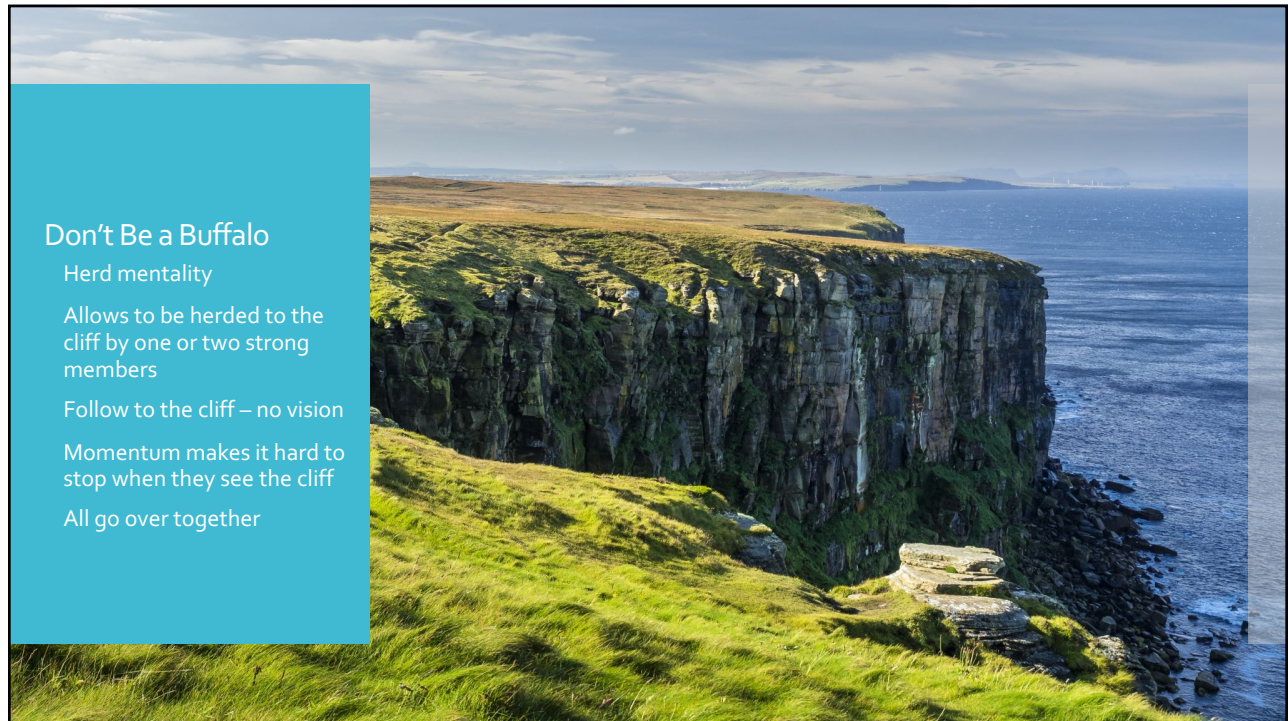
Herd mentality

Allows to be herded to the  
cliff by one or two strong  
members

Follow to the cliff – no vision

Momentum makes it hard to  
stop when they see the cliff

All go over together



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**FACT 1:**

As each goose flaps its wings it creates an "uplift" for the birds that follow. By flying in a "V" formation, the whole flock adds 71% greater flying range than if each bird flew alone.

**LESSON 1:**

People who share a common direction and sense of community can get where they are going quicker and easier because they are traveling on the thrust of one another.

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**FACT 2:**

When a goose falls out of formation, it suddenly feels the drag and resistance of flying alone. It quickly moves back into formation to take advantage of the lifting power of the bird immediately in front of it.

**LESSON: 2**

If we have as much sense as a goose we stay in formation with those headed where we want to go. We are willing to accept their help and give our help to others.

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**FACT 3:**

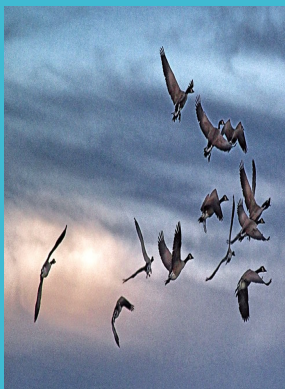
When the lead goose tires, it rotates back into formation and another goose flies to the point position.

**LESSON 3:**

It pays to take turns doing the hard tasks and sharing leadership. As with geese, people are interdependent on each other's skills, capabilities and unique arrangements of gifts, talents or resources.

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**FACT 4:**

The geese flying in formation honk to encourage those up front to keep up their speed.

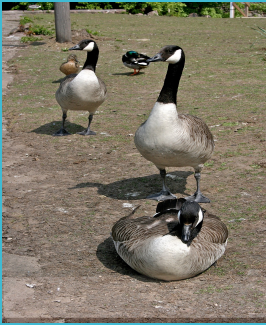
**LESSON 4:**

We need to make sure our honking is encouraging. In groups where there is encouragement, the production is much greater.

The power of encouragement (to stand by one's heart or core values and encourage the heart and core of others) is the quality of honking we seek.

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**FACT 5:**

When a goose gets sick, wounded or shot down, two geese drop out of formation and follow it to help and protect it. They stay with it until it dies or is able to fly again. Then, they launch out with another formation or catch up with the flock.

**LESSON 5:**

If we have as much sense as geese, we will stand by each other in difficult times as well as when we are strong.

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## Resources/ Credits

- Kate Vogel – Ring Central Blog
- Let's Stop Confusing Cooperation and Teamwork with Collaboration by [Jesse Lyn Stoner](#)
- John Spencer @spencerideas
- What Are Collaboration Skills?
- Definition & Examples of Collaboration Skills BY [ALISON DOYLE](#)  
thebalancecareers.com June 26, 2020
- Spurgin, S. (n.d.). The Accountability Ladder.

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