

Presented by
Marie Knight, Owner



The 3 C's of Great Teams

FRPA Virtual Education -2-8-2022

1

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

2

How do you become a Cell?

Know the 3 C's of a Team

-  Coordination
-  Cooperation
-  Collaboration

3

Are you a Band Member Roadie or Agent?

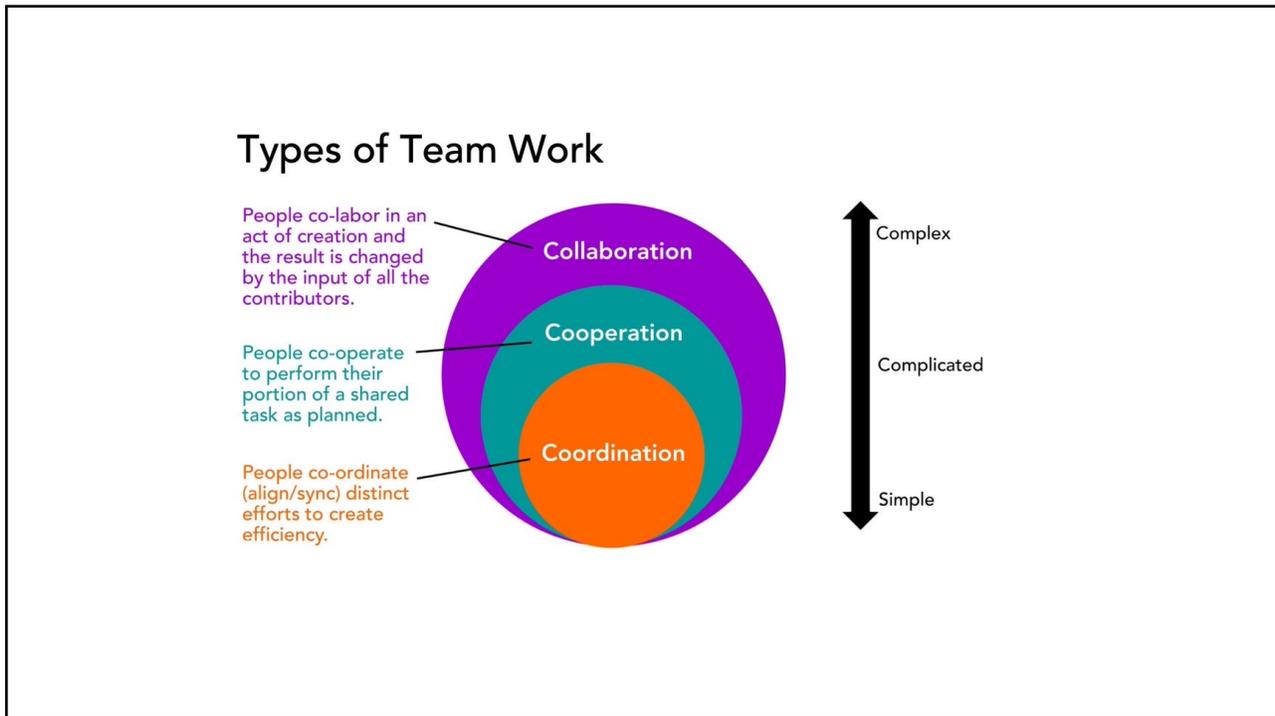
Agents are the _____ logistics

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?

4



5



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

6

HAVING A PICNIC



COORDINATION –
WHERE AND WHEN



COOPERATION
BYOE – BRING
YOUR OWN
EVERYTHING



COLLABORATION-
SIGN UP SHEET

7

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

8

Problem Solving



COORDINATION –
Explains the
problem/not my job



COOPERATION –
Take responsibility for
“my” part



COLLABORATION –

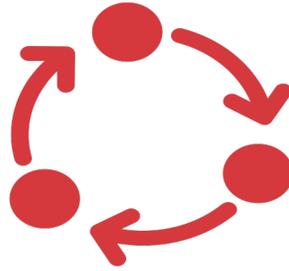
9

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

10



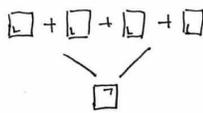
Why strive for Collaboration?

What are the benefits?

11

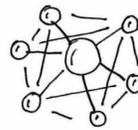
COOPERATIVE V. COLLABORATIVE

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

12



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

13

Innovation	Increased learning and growth	Better customer experience	Increased trust	Better communication
Increased Ownership	Efficiency	Clarity	Celebration of diversity	What else?

Benefits of collaboration

14



15



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

16

Compass

Information = Ownership

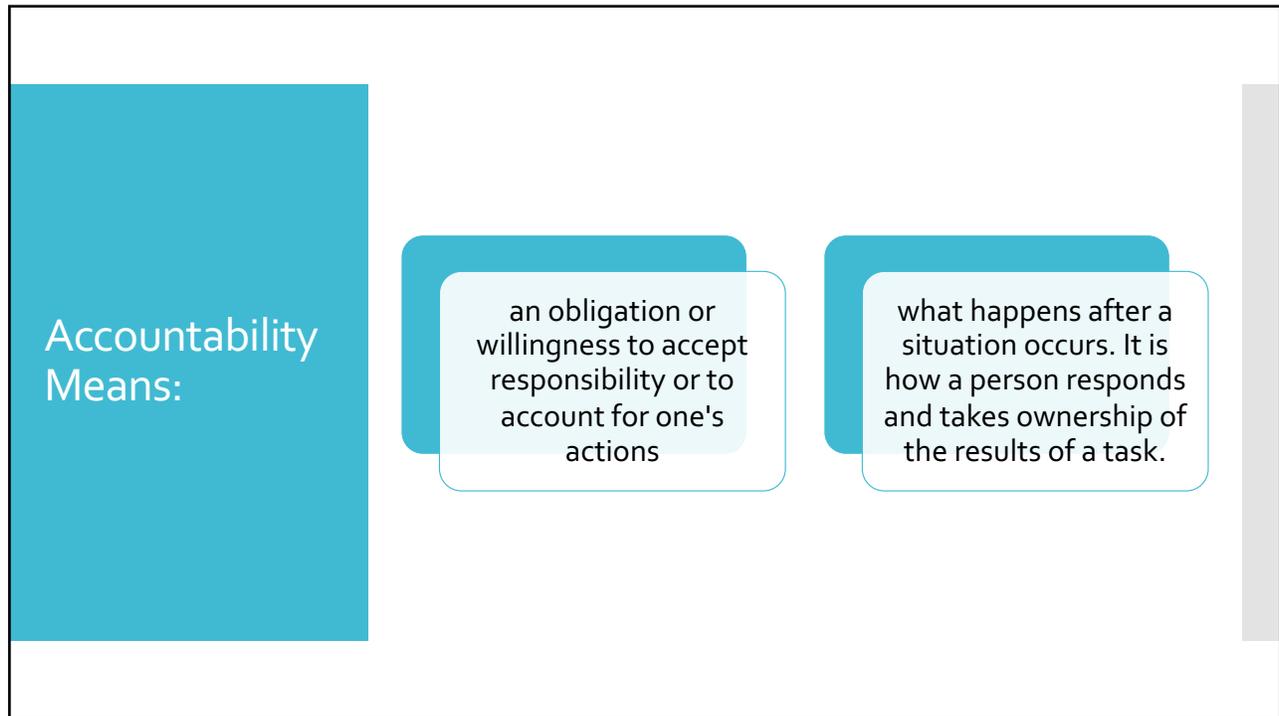
- _____ Where are we going?
- _____ How do we get there?
- _____ Who are we being along the way?

17

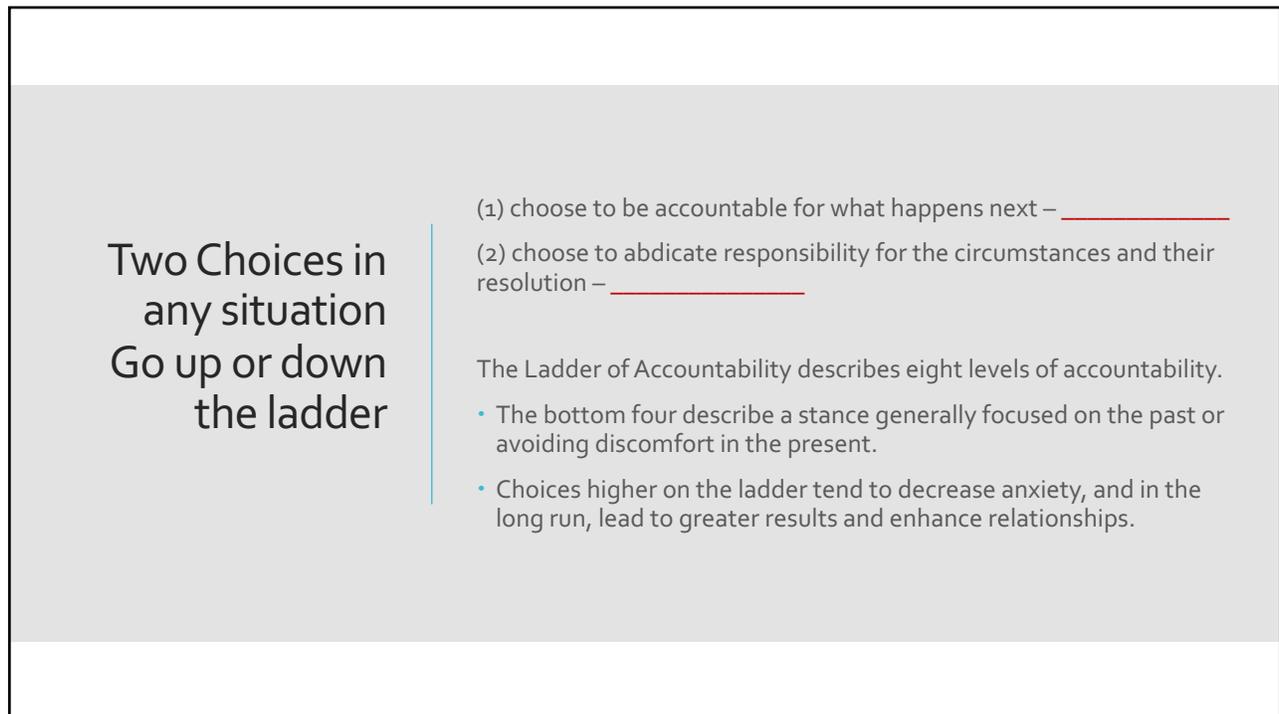
Ownership = Accountability

What is accountability?

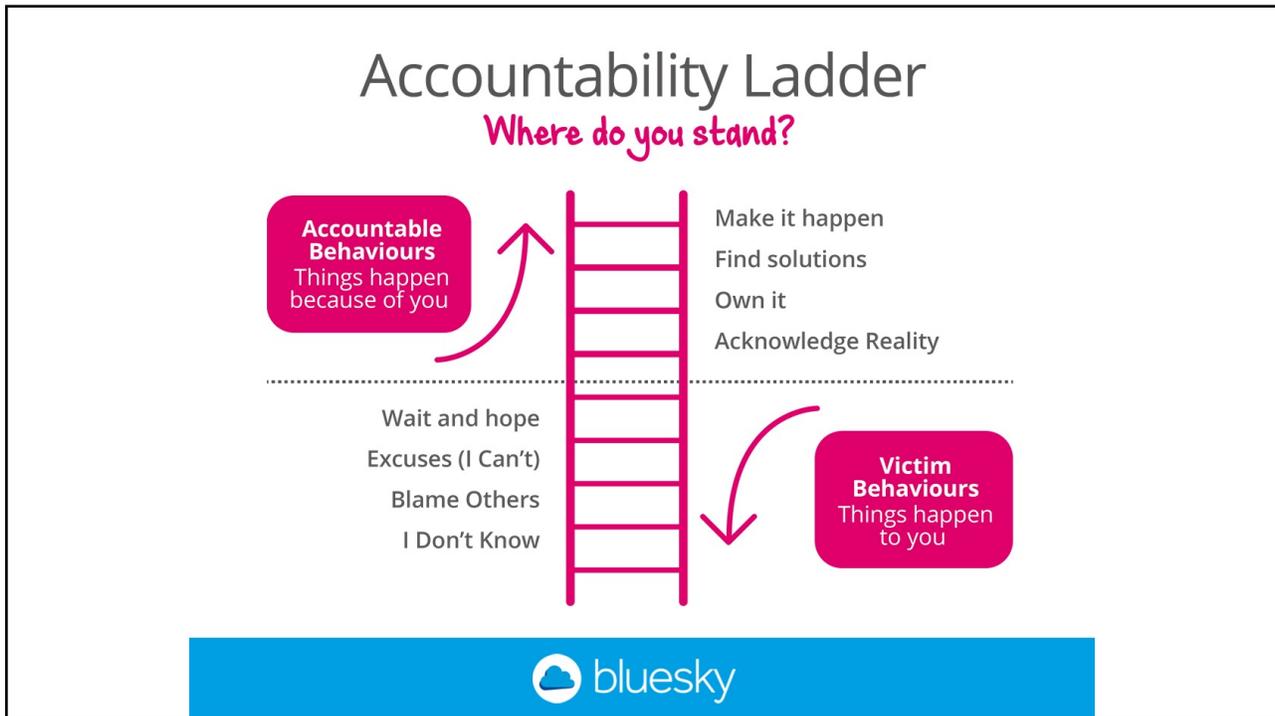
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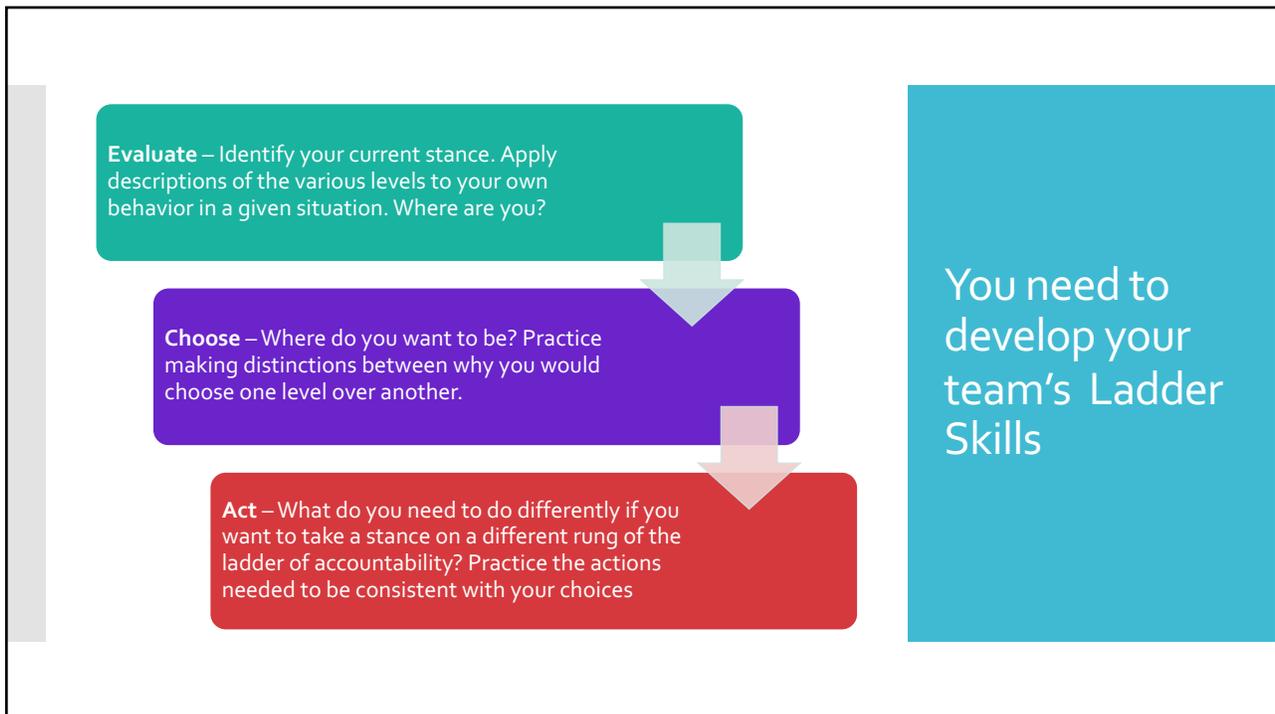
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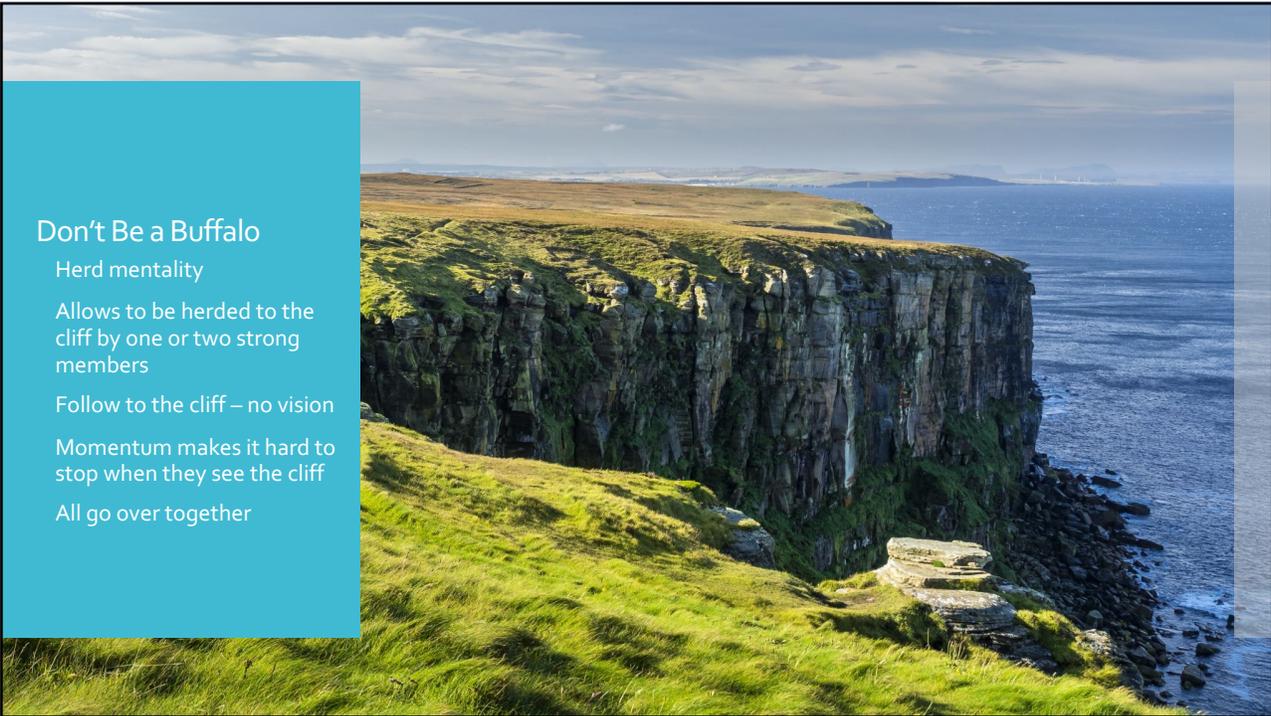
Collaboration
relies on
Teamwork

What does
teamwork look like
to you?

23

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



24



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.

25

25



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.

26

26



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.

27

27

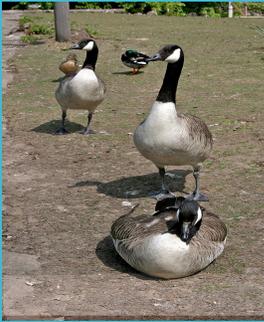


FACT 4:
The geese flying in formation honk to encourage those up front to keep up their speed.

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.

28

28

**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.

29

29

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.

30