Test your Collaborative IQ

Peter Smit, founder - Collabogence

October 2015
• Context
• **YOUR DATA**
• Findings & Conclusions
• Where to now....?
On a “macro” level

.........organizations speak of how to develop a more

.........Collaborative Culture.....?
On a “micro” level

..........organizations speak of how to get a particular team to ......

..........Collaborate better.....or more.....?
Why Collaborate?

...to leverage the organization’s collective experience, expertise and knowledge to make better, faster decisions and solutions, which will also foster more innovation, engagement and contribute to boosting productivity and better business results.
....and we have to get better in an environment where........

- ....more and more people are working remotely
- more and more teams are scattered across multiple locations
- amount of information available is exploding
- in many offices, we no longer have assigned desks or offices
- everyday seems to bring a new technology applications promising to make it all so much easier
To get better......start with measurement

Knowing where you start....

makes the journey a lot easier!
Two methodologies:

**Question-based assessment**
- Simple and quick to admin
- Profile:
  - Type
  - Measure & Strengths
  - Comparison:
    - Indiv, teams, groups & org
- Actions

**Metadata extract from Collaboration tool user data**
- Collaboration “clusters”
- Information flows & reach
- Communication intensity & reach
- Space productivity/contribution
- Team performance “predictor”
Sample: Work mode & environment

Range in sample of 16

- **Individual work**
  - Full-time
  - Single project focus
  - All team members in one place

- **Highly collaborative work**
  - 5 to 10 projects simultaneously
  - Team members “all over the place”

- **Work mode & environment**
  - Desk Based: 0-80%
  - Customer Supplier: 10-60%
  - Office Locations: 10-30%
  - Remote Home: 20-90%
  - Conf Room: 0-60%
### Work Mode & Physical Environment

<table>
<thead>
<tr>
<th>Work Location</th>
<th>Individual: X</th>
<th>Individual: Z</th>
</tr>
</thead>
<tbody>
<tr>
<td>Degree of Collaboration</td>
<td>lower</td>
<td>higher</td>
</tr>
<tr>
<td># of Projects</td>
<td>3</td>
<td>10+</td>
</tr>
<tr>
<td>One place/all over</td>
<td>7</td>
<td>4</td>
</tr>
<tr>
<td>Project lead</td>
<td>All</td>
<td>All</td>
</tr>
<tr>
<td>Work Location</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Desk/office</td>
<td>30-40%</td>
<td>1-10%</td>
</tr>
<tr>
<td>Customers/Suppliers</td>
<td>1-10%</td>
<td>10-20%</td>
</tr>
<tr>
<td>Other Offices</td>
<td>1-10%</td>
<td>10-20%</td>
</tr>
<tr>
<td>From home</td>
<td>20-30%</td>
<td>1-10%</td>
</tr>
<tr>
<td>Conference room</td>
<td>1-10%</td>
<td>40-50%</td>
</tr>
<tr>
<td>Office config</td>
<td>Closed office</td>
<td>Free-seating</td>
</tr>
</tbody>
</table>

*Workplace as Fuel for Innovation*

Denver 2015
## Issues / Obstacles to Collaboration

<table>
<thead>
<tr>
<th></th>
<th>Individual X</th>
<th>Individual Z</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Organization</strong></td>
<td>Personal schedules</td>
<td>Clarity of objectives</td>
</tr>
<tr>
<td><strong>Tools</strong></td>
<td></td>
<td>Knowing who is working on what</td>
</tr>
<tr>
<td><strong>Team</strong></td>
<td>Availability</td>
<td>Many activities and deliverable</td>
</tr>
<tr>
<td></td>
<td>Personal schedules</td>
<td>Knowing what to share</td>
</tr>
<tr>
<td></td>
<td>Tools</td>
<td>Time</td>
</tr>
</tbody>
</table>

- **Individual X** and **Individual Z** represent different perspectives or individuals involved in the collaboration.
- **Organization** involves personal schedules and clarity of objectives.
- **Tools** includes knowing who is working on what and time.
- **Team** highlights availability and many activities and deliverable personal schedules.
- **Personal schedules** and **Tools** also mention knowing what to share and time.
Individual X: Organization
Individual X: Team
Individual Z: Organization
Individual Z: Team

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Collaboration Tool Utilization

<table>
<thead>
<tr>
<th>Tool</th>
<th>Indiv X</th>
<th>Indiv Z</th>
</tr>
</thead>
<tbody>
<tr>
<td>Email</td>
<td>high</td>
<td>average</td>
</tr>
<tr>
<td>Instant Mes</td>
<td>low</td>
<td>low</td>
</tr>
<tr>
<td>Tel</td>
<td>High</td>
<td>Average</td>
</tr>
<tr>
<td>Web Conf</td>
<td>High</td>
<td>low</td>
</tr>
<tr>
<td>Social</td>
<td>Low</td>
<td>Low</td>
</tr>
<tr>
<td>Repository</td>
<td>low</td>
<td>low</td>
</tr>
<tr>
<td>CRM</td>
<td>yes</td>
<td>no</td>
</tr>
<tr>
<td>Project Mgmt</td>
<td>no</td>
<td>yes</td>
</tr>
</tbody>
</table>
View of Sharing Activities

Individuals X and Z
Toward better collaboration

Individual X
• Set example with Social and IM
• “Star” collaborate as alternative to availability/schedule issue

Individual Z
• Reduce meeting time
• Set example with Social and IM
• Prioritize
• Delegate
Wrap Up

- Those of you who have not yet completed the assessment, please do so
- Everyone who completes the assessment will receive their profile

“We are looking for a few good men…….”

.....actually, we are looking for 500 to 1,000 individuals to complete the assessment

........especially looking for teams or groups of teams (up to 50 people)
  Teams will get much greater insights

Individuals: go to www.themindesuite.com/survey  Code: DBV478
For groups and teams – please contact peter@collabogence.com