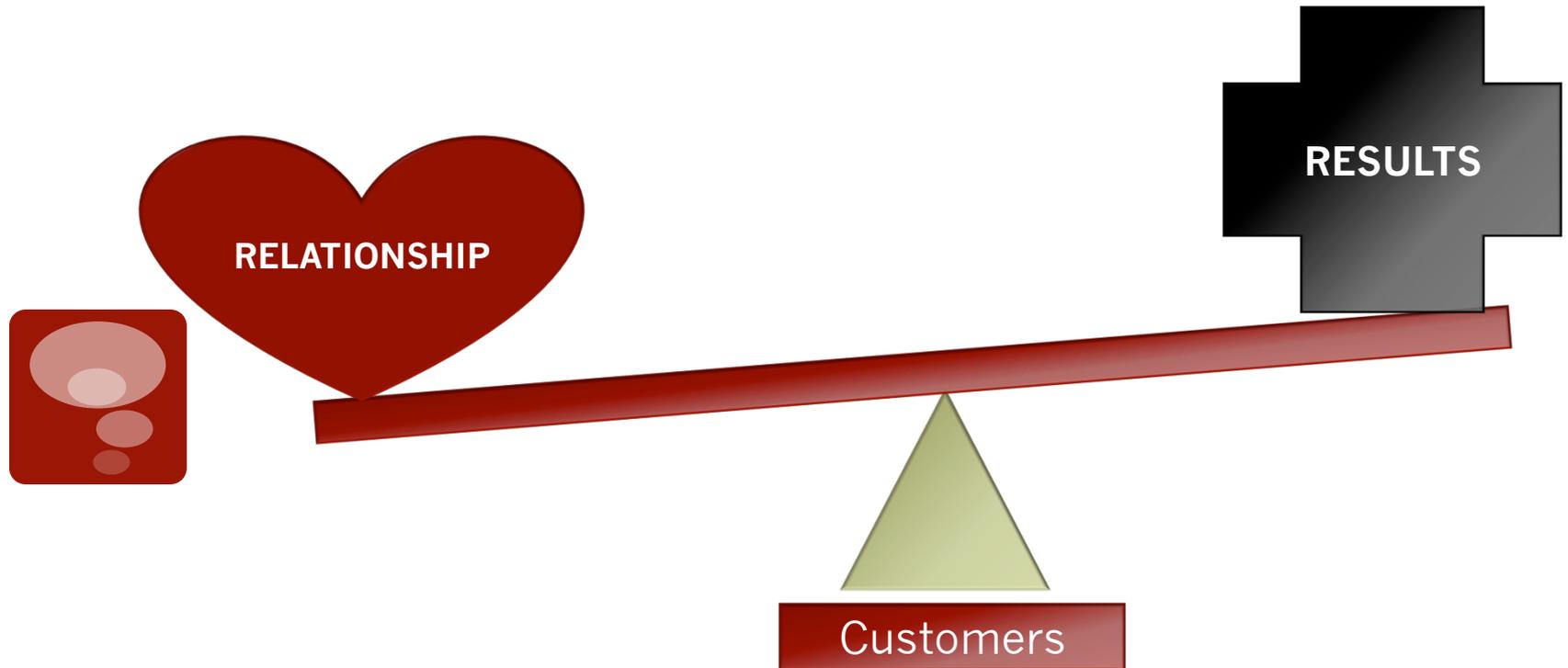


# Collaboration and Inclusion

“Navigating the Talent Triangle”  
PMI PDD Pittsburgh  
Judith A. Rowe  
Judith A. Rowe Consulting, LLC  
November 1, 2017

# Project Managers: Here is The Ultimate Goal!



**BALANCE: MAINTAIN THE RELATIONSHIP & GET THE RESULTS!**

*“**Unity** is **strength...**  
when there is **teamwork**  
and **collaboration**,  
wonderful things can be  
**achieved.**” - **Mattie**  
**Stepanek***



For sure...

We will not dig deep and solve all  
collaboration and inclusion issues in...



**ONE HOUR!**

## Here is what we will do:



- Briefly talk about the benefits of collaboration and inclusion
- Explore leadership's role in (PMI Triangle)
- Discuss barriers to collaboration and inclusion - perspective and bias
- Talk about a few things that can help with collaboration and inclusion
- Develop **ONE** thing you are willing to try beyond the session to enhance inclusion and collaboration in your teams
- Have some fun while learning together!

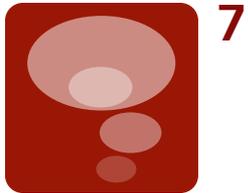
# Some Learning “ASKS”



- Smart phones on silent.
- Participate fully.
- Share the Air.
- Honor and respect each other.
- Share only YOUR experience.
- Let's have fun while learning together!



# The Four Agreements by don Miguel Ruiz



1. Be impeccable with your word.
2. Don't take anything personally.
3. Don't make assumptions.
4. Do your best!

For sure the only one you can control is

Y-O-U!!!

# The PMI Career Triangle



# Leadership – Begins with YOU!



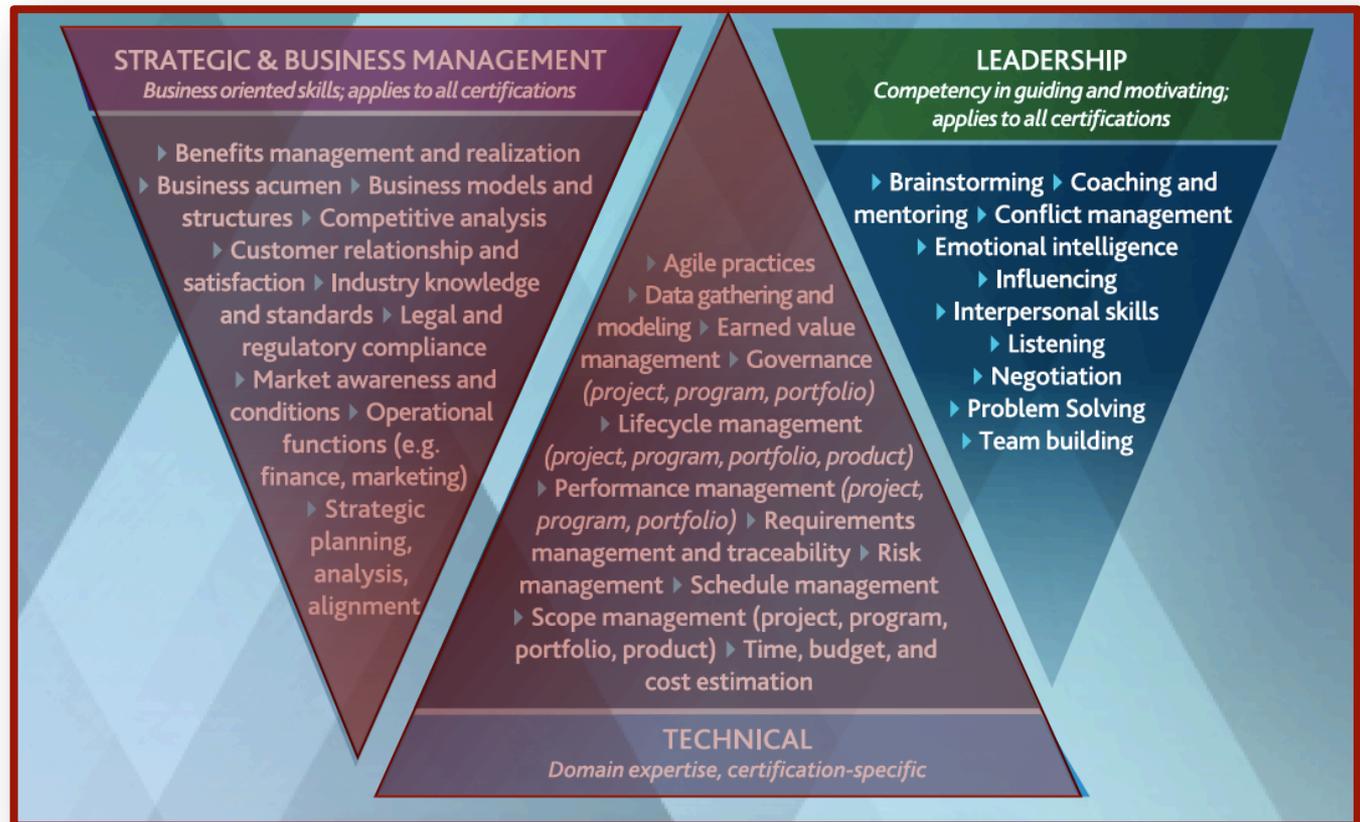
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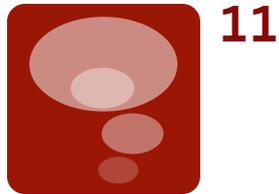
# Leadership – Begins with YOU!



10



# TOP 2020 Leadership Skills



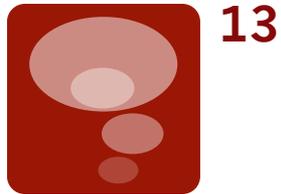
1. BE PROFESSIONALLY HUMBLE
2. HAVE AN UNWAVERNG COMITTMENT TO THE RIGHT ACTION.
3. BE AN 360° THINKER
4. BE INTELLECTUALLY VERSITILE
5. BE BE HIGHLY AUTHENTIC AND REFLECTIVE
6. BE ABLE TO INSPIRE FOLLOWSHIP
7. BE INNATELY COLLABORATIVE



**12**



# Assess Yourself



1. Take this quick quiz – HONESTY counts!!!
2. Score it!
3. The results – what you expected?
4. What opportunities do you have?

We all have opportunities!!

# Collaboration



14

(noun) - the action of working with someone to produce or create something.

....usually creating something **better** than one could alone....

**What are some examples?**

# Why Bother?



15

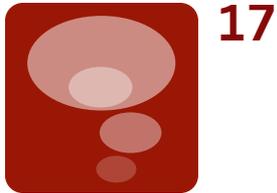
- 96% OF EXECS CITE LACK OF COLLABORATION OR INEFFECTIVE COMMUNICATIONS AS THE MAIN SOURCE OF WORKPLACE FAILURES (Salesforce). **-\$\$\$**
- POOR COMMUNICATION AND UNSUPPORTIVE COMPANY CULTURE IS AN EMPLOYEE-RETENTION ISSUE FOR BETWEEN 20 and 30% OF ORGANIZATIONS (HR Zone) **-\$\$\$**
- INCLUSION HAS A POSITIVE IMPACT ON THE BOTTOM LINE – HIGHER PERFORMANCE AND REVENUES. ETHNIC – 35%, GENDER – 15%. **+\$\$\$**

# Problem Solving and Collaboration



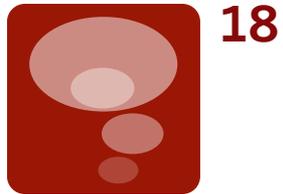
- How can you contribute if you are not included?
- How can you contribute if your perspective is not valued?

## Did you know.....



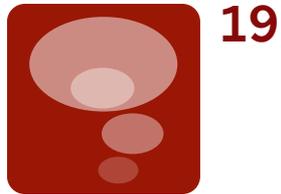
- That two scientists (black male, white male) invented separately, two components which together formed the first light bulb?
- An biochemist and architect (both female) invented the first solar home?
- Two chemists (female and male) worked together to invent the Scotch Guard fabric protecting spray?

# Inclusion



(noun) - the action or state of including or of being included within a group or structure.

# How does Inclusion Help Collaboration?



- Everyone has something to contribute
- An inclusive environment promotes sharing
- Sharing ideas from different perspectives promotes creativity and innovation

# Perspective



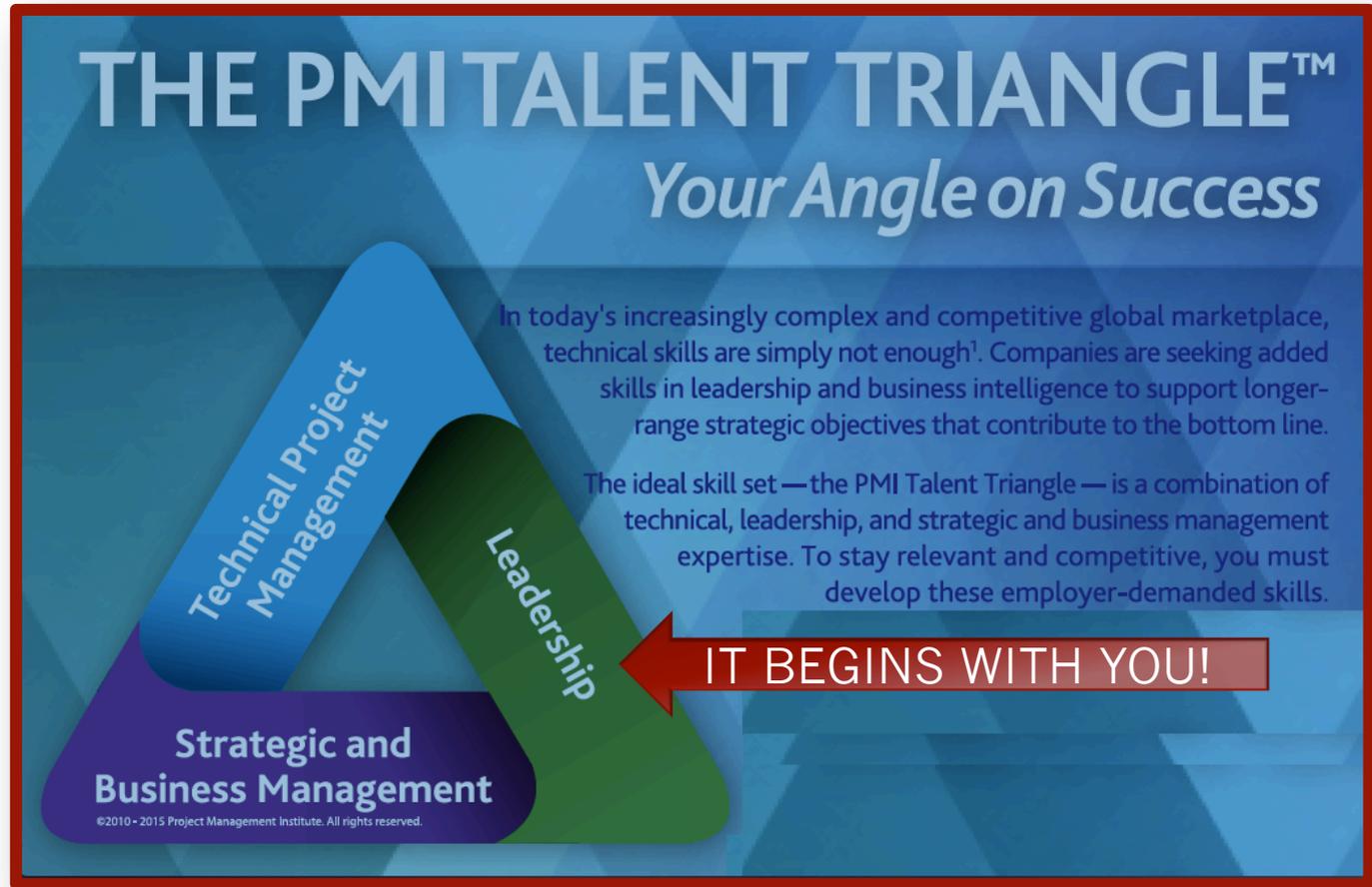
(noun) - a particular way of viewing things that depends on one's experience and personality

**Where does perspective come from?**

# The PMI Career Triangle



21





**22**

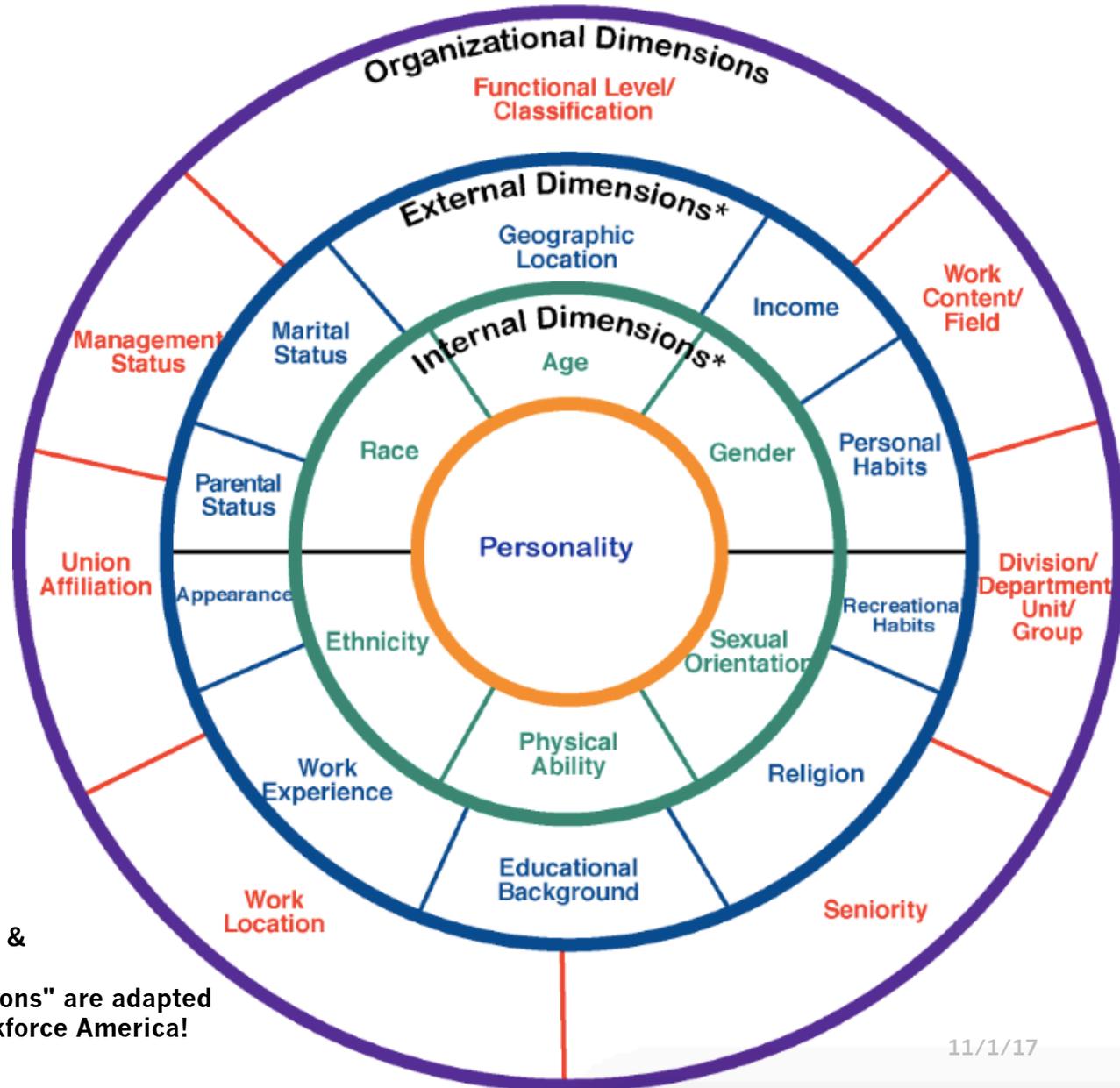


# The Dimensions of Diversity Wheel



23

Judith A. Rowe Consulting LLC  
PDD Session  
11.01.2017



From *Diverse Teams at Work*, Gardenswartz & Rowe (SHRM, 2003)  
 "Internal Dimensions and External Dimensions" are adapted from Marilyn Loden and Judy Rosener, *Workforce America!* (Business One Irwin, 1991)

# Think First! Let's Discuss!



- Take a look at the wheel silently/ individually.
- Identify two dimensions that are important to you at work.
- Turn to your neighbor and talk about whether these dimensions you identified could help or hinder your ability to collaborate with others.

**You have 10 minutes for this exercise.**

# Bias



**25**

(noun) - a tendency to believe that some people, ideas, etc., are better than others that usually results in treating some people unfairly.

# My 5 Favorite Inclusion Tips



26

- 1. Be self aware!** Watch your style, biases and team's...ASK FOR FEEDBACK!!
- 2. Assess** your team to see if any critical skills, perspectives are missing from the team that can help with solutions...**ADD** them!
- 3. Establish** clear goals for the collaboration and communicate the strengths each can play. Do an assessment if you can.
- 4. Stop. Look. Listen.** During meetings and interactions – is everyone engaged?
- 5. In every situation when there is a challenge... it is what you do next that counts!**

Okay...How about 6 Tips!

**BONUS!!**



27

**6. Take the time** to build the best, most inclusive environment:

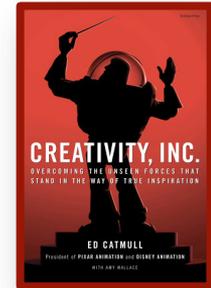
- Define strengths and hidden talents!
- Learn about each other!
- Do something fun together!

# Resources

- Preference/style assessment: MBTI Free online or professionally done for \$\$  
<http://www.humanmetrics.com/cgi-win/jtypes2.asp>

- Books like:

“Creativity Inc.” by Ed Catmull



- Communication skills/training/practice
- And of course, Consultants (like me and there are others, too). Natalya Bah (PDD Speaker – Birkman), Tina Graziotto – DiSC)



Here is a Maxim

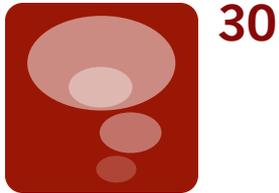
“**Diversity** is being *invited to the party*, **Inclusion** is being **asked to dance.**”



29

# The Four Agreements by don Miguel Ruiz

1. Be impeccable with your word.
2. Don't take anything personally.
3. Don't make assumptions.
4. Do your best!



For sure the only one you can control is

Y-O-U!!!

Please know that...

“**Change**, of any  
sort, requires  
**COURAGE!**”

~Mary Anne Radmacher



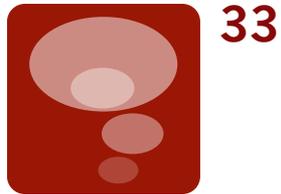
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**32**



# What are you willing to try?

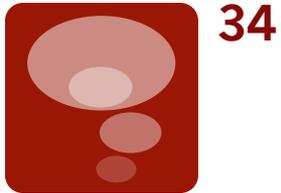


- Check out your handout.
- Based on information learned today, is there something that came to mind that you are willing to do differently beyond this session?
- If so, write it down!
- Share if you want to do so!
- Think of any questions you may have to ask.

**You have 5 minutes for this exercise.**

# What Questions Do You Have?

**Now** is the time to ask!





**35**



# Let's Feedforward!

( A process by Marshall Goldsmith)



36

1. Take your SMART thing to try you have just written.
2. Find someone to share it with (Hint: this is a great opportunity to get to know someone new).
3. You share your idea (nothing added).
4. The person gives you 1 to 2 things to consider.
5. You say “Thank you.”
6. The person said “You are welcome.”
7. The process ends!

So....



37

**How did it feel to do the  
Feedforward process?**

## Here is what we will did:



38

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- Talked about a few things that can help with collaboration and inclusion,
- Developed **ONE** thing you are willing to try beyond the session to enhance inclusion and collaboration within your teams,
- Had some fun while learning together!

# Thank you!

I appreciate this opportunity to share during the PMI PDD!



39

*I wish you all success with your endeavors and collaborations!*

# Reference Links

- <http://www.slideshare.net/marymasi/the-four-agreements>
- <http://mentalfloss.com/article/53164/19-things-you-might-not-know-were-invented-women>
- <http://www.canatx.org/CAN-Initiatives/ccdi/diversityWheel.php>
- <http://www.merriam-webster.com/dictionary/bias>
- <http://blog.clearcompany.com/7-workplace-collaboration-statistics-that-will-have-you-knocking-down-cubicles>
- [http://bobsutton.typepad.com/my\\_weblog/2014/12/12-books-that-every-leader-should-read-updated-.html](http://bobsutton.typepad.com/my_weblog/2014/12/12-books-that-every-leader-should-read-updated-.html)
- <http://www.humanmetrics.com/cgi-win/jtypes2.asp>
- <https://www.shrm.org/hr-today/news/hr-magazine/0217/pages/disrupting-diversity-in-the-workplace.aspx>
- <https://www.pmi.org/learning/training-development/talent-triangle>
- <https://www.pmi.org/learning/training-development/talent-triangle>



40