

Collaboration and Inclusion

PMI PDD Pittsburgh
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*“**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
- 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
- Have some fun while learning together!

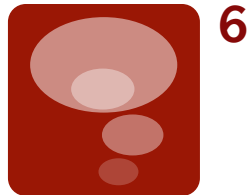
Some Learning “ASKS”



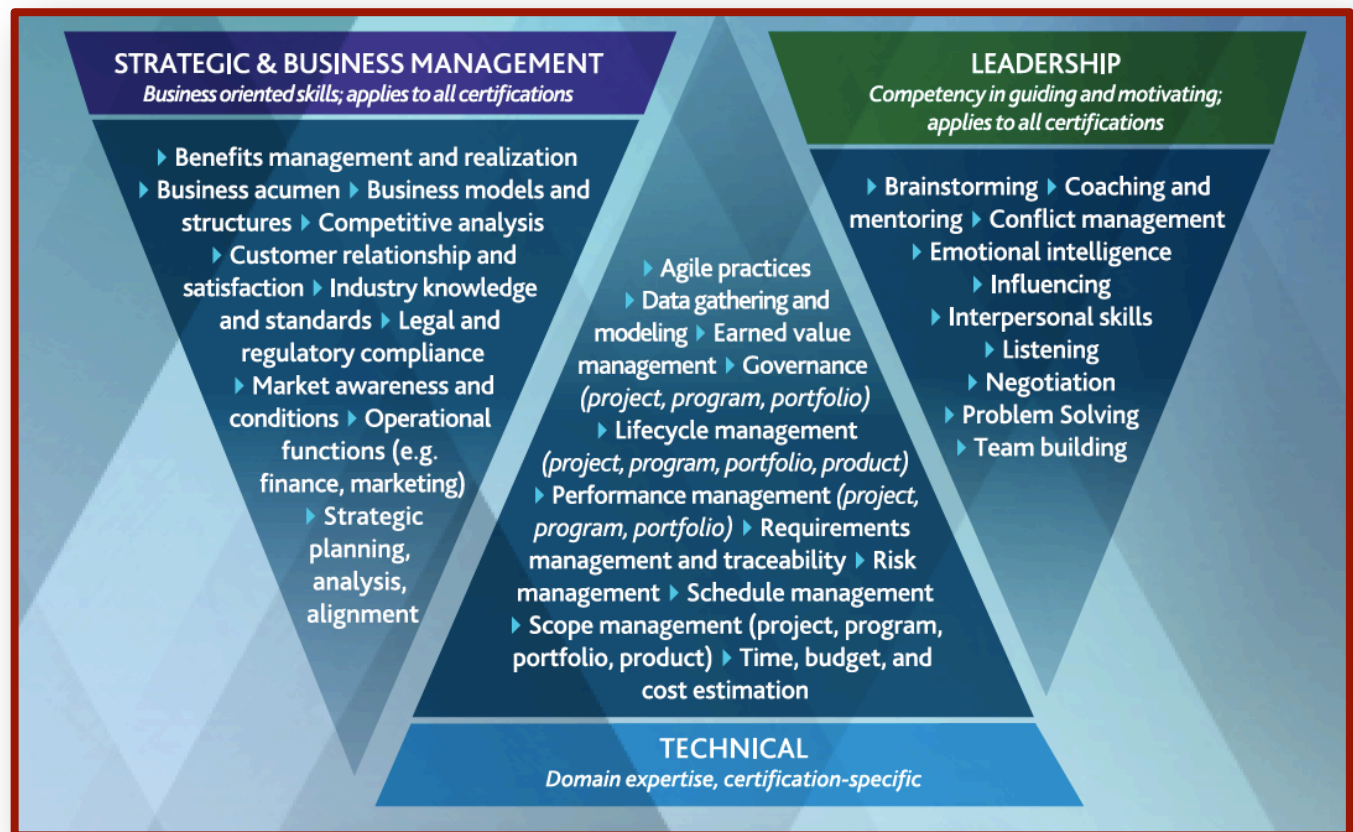
- Smart phones on silent.
- Participate fully.
- Share the Air.
- Honor and respect each other.
- Share only YOUR experience.
- Let's have fun while learning together!



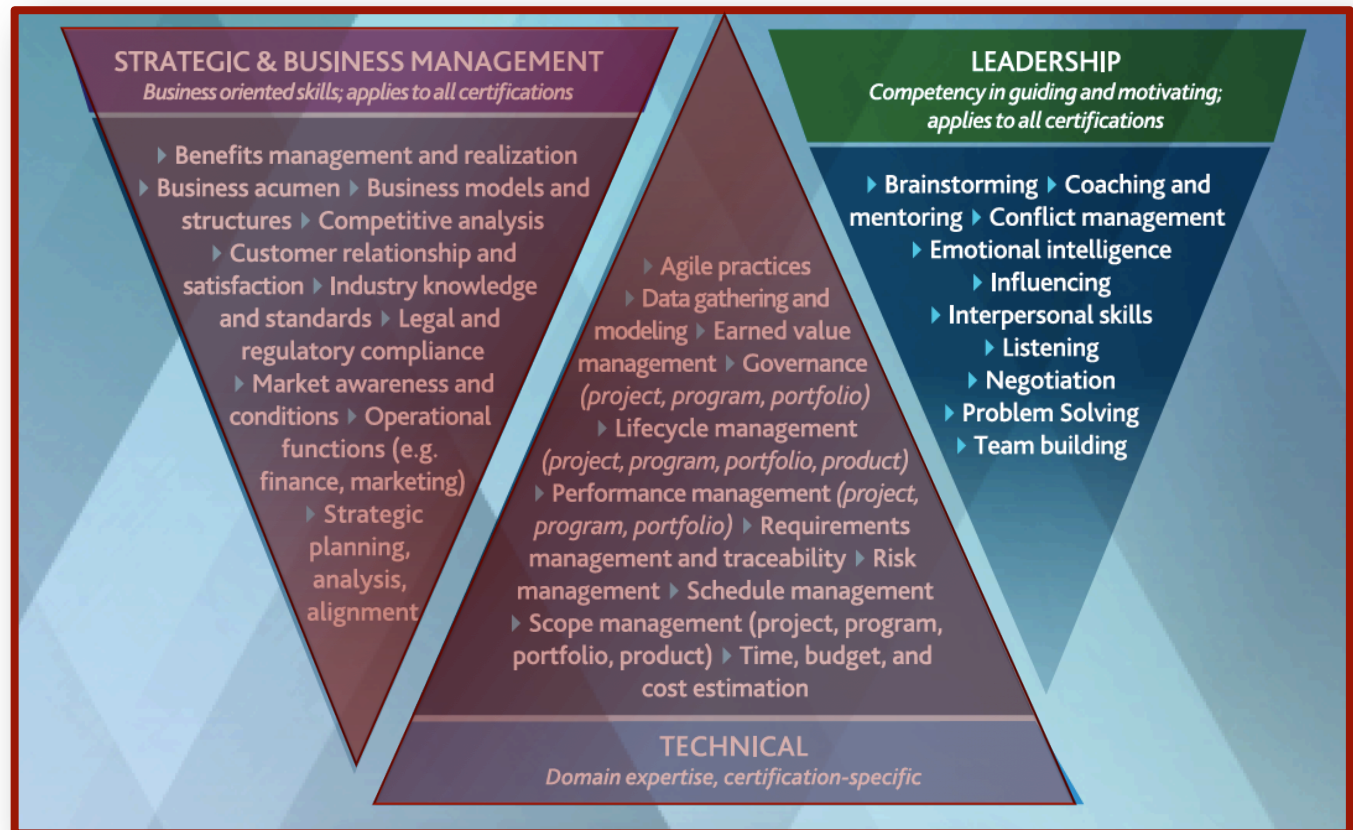
The PMI Career Triangle



Leadership – Begins with YOU!



Leadership – Begins with YOU!



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!!!

Collaboration



(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?



- 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) **-\$\$\$**
- DIVERSE PERSPECTIVES POSTIVELY IMPACT THE BOTTOM LINE – HIGHER PERFROMANCE 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.....



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- 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



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

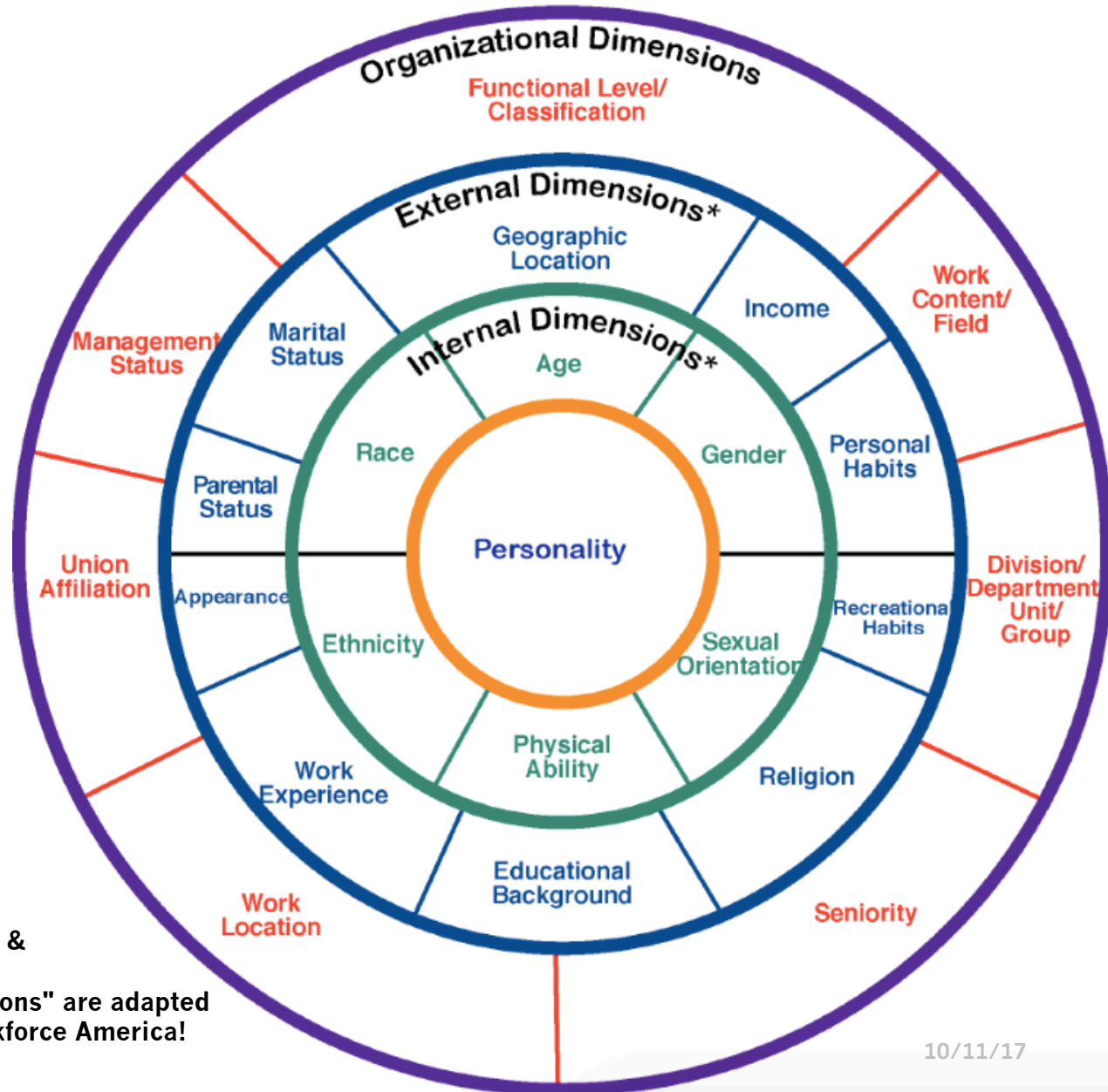
Where does perspective come from?

The Dimensions of Diversity Wheel



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Judith A. Rowe Consulting LLC
ASQ Session
09.13.2016



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.
- 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



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(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



1. Be self aware! Watch your style, biases and team's...
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!**

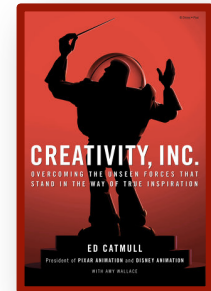
Resources

- 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



- And of course, Consultants (like me and there are others, too)

The PMI Career Triangle



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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!



Thank you!

I appreciate this opportunity to share with the ASQ!



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

Reference Links



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- <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
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