



## Greetings!

Collaboration – A huge concept for individuals, teams, organizations and businesses. We have opportunities to collaborate on many levels. At Corley Hanson, we collaborate with other leaders and coaches to provide better service and new ideas for our clients. We work with companies on learning to collaborate more effectively and develop tools and structures that will help them be successful.

Building business and looking for potential partners is all about collaboration. Mergers and acquisitions are all about looking at ways to collaborate and then there are next steps in finding the necessary tools to make that collaboration successful.

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### Consensus Decision Making

In business, as individuals and teams work together, there are decisions which need to be made and clarified. Using a model which was utilized by Native Americans and formalized by the Quakers is a great start.



According to research on Wikipedia, the model used by the Quakers is said to be effective because it puts in place a simple structure that moves a group towards consensus. The Quaker model has been well-received when employed in secular settings because it gives everyone a chance to speak while limiting potential disruptors (e.g., people who want unlimited airtime, or who have a particular axe to grind).

The following aspects of the Quaker model can be effectively applied in any consensus decision making process:

- Multiple concerns and information are shared until the sense of the group is clear.
- Discussion involves active listening and sharing of information.
- Norms limit number of times one asks to speak to ensure that each speaker is fully heard.
- Ideas and solutions belong to the group; no names are recorded.
- Differences are resolved by discussion. The facilitator identifies areas of agreement and names disagreements to push discussion deeper.

- The facilitator articulates the sense of the discussion, asks if there are other concerns, and proposes a written statement of the decision.
- The group as a whole is responsible for the decision, and the decision belongs to the group.
- The facilitator can discern if one who is not uniting with the decision is acting without concern for the group or in selfish interest.
- Dissenters' perspectives are embraced.

*Adapted from A Comparison of Quaker-based Consensus and Robert's Rules of Order, Quaker Foundations of Leadership, 1999, Earlham College.*

The most important element of this process is that all voices are heard. How can you use this process to further team collaboration in your organization?

### Synergy: A Championship Team versus a Team of Champions

We know in sports or business, having stars or the most talented people does not mean you are going to have a great performing team. The leader or coach that can create an environment that produces synergy is worth his weight in gold. A team of champions often winds up losing to teams much less talented but who work to combine their talents where the whole is truly more than the sum of the parts.



For example, The miracle of the USA Olympic Hockey Team of 1980 had no business beating the most talented team in the world! More recently in the Summer Olympics, the greatest and most famous basketball players from the United States professional teams failed to win a medal.

There are many organizations in business and professional sports that have paid a high price to recruit extremely talented individuals and wound up with losing records and poor results.

**A key to success of teams is achieving synergy.**

We are defining synergy as “the whole is unpredictable to the sum of its parts” that one plus one equals three or more. A clear example of synergy in science is experienced when the strength of alloyed metals combined is much greater than their separate parts.

Keys to Synergy:

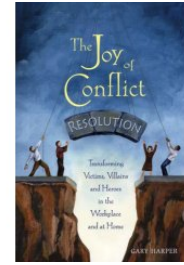
1. Listening Actively
2. Speak Up
3. Tell the Truth with Compassion
4. Be Flexible
5. Agree to Agree (commit to resolution)
6. Know Who is On Your Team
7. Create a Code of Honor (rules of engagement)

The key for leadership is building and sustaining synergy.

## Book Review: Joy of Conflict Resolution, Transforming Victims, Villains and Heroes in the Workplace and at Home

by Gary Harper

This book has so much wisdom and practical suggestion for any one who wants to create collaboration in their life in the office or outside the office. Conflict Resolution is a journey of understanding, of jumping off the drama triangle of judgment where our world is filled with victims, villains or heroes. All these roles feed off each other continuing and escalating the cycle of conflict verses resolution. A first step of getting off this triangle is to become aware of these that occupy your landscape.



Gary Harper here states how to achieve conflict resolution:

*"To understand someone's conflict story, uncover the theme. Ask yourself what might be the underlying and unmet need that fuels their conflict. Consider conflict as a quest to recover what was taken from us or to protect what is threatened. This understanding will lead us to frame the conflict in terms of interests and needs. It becomes a problem to solve rather than a battle to fight."*

### Naming What I Know

Naming what I  
We know  
Burning inside Me  
Knowing it burns in you  
In We  
A fire  
Aching to be heard  
If I can just find the right words  
She reaches out  
Touches me  
Did she know?  
You laugh  
She laughs  
Silence grows  
Understanding  
We share  
Between the notes  
Worlds are crossed  
Naming what we know

By Will Corley

## Movie Review: King Kong directed by Peter Jackson

I must confess that when I saw this movie in the theatre while I enjoyed it I did not share the same excitement and adulation of so many critics. However, getting a second chance to see this on DVD I was taken back by the heart and power of this movie. This version of King Kong is not just another Jackson remake but filmmaking at its height providing both thrills and a wonderful love story.



There is a scene in the story where Kong and Naomi Watts come to an understanding following harrowing scenes of violence and fear that is breathtaking as they view the sunset together. At the heart this movie speaks to both what is tragic about man and what the possibilities are if we only open our hearts and minds to each other.

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