

Dancing without  
stepping on toes

# Professional Collaboration

Dr. Neil Friesland  
nfriesla@mnu.edu

MIDAMERICA  
NAZARENE UNIVERSITY

# Who are the stars?

Support staff



Students



Professors/  
colleagues



# What is collaboration?

- Collaboration is a working practice whereby individuals work together to a common purpose to achieve benefit of.....

(<http://www.aiim.org/What-is-Collaboration#sthash.A5wZB0te.dpuf>)



- Awareness – We become part of a working entity with a shared purpose
- Motivation – We drive to gain consensus in problem solving or development
- Self-synchronization – We decide as individuals when things need to happen
- Participation – We participate in collaboration and we expect others to participate
- Mediation – We negotiate and we collaborate together and find a middle point
- Reciprocity – We share and we expect sharing in return through reciprocity
- Reflection – We think and we consider alternatives
- Engagement – We proactively engage rather than wait and see

## Collaboration Life-cycle



Aljona Savchenko and Bruno Massot of Germany 2018 pairs Gold medalists

# There are GOOD and BAD Collaboration stories.....



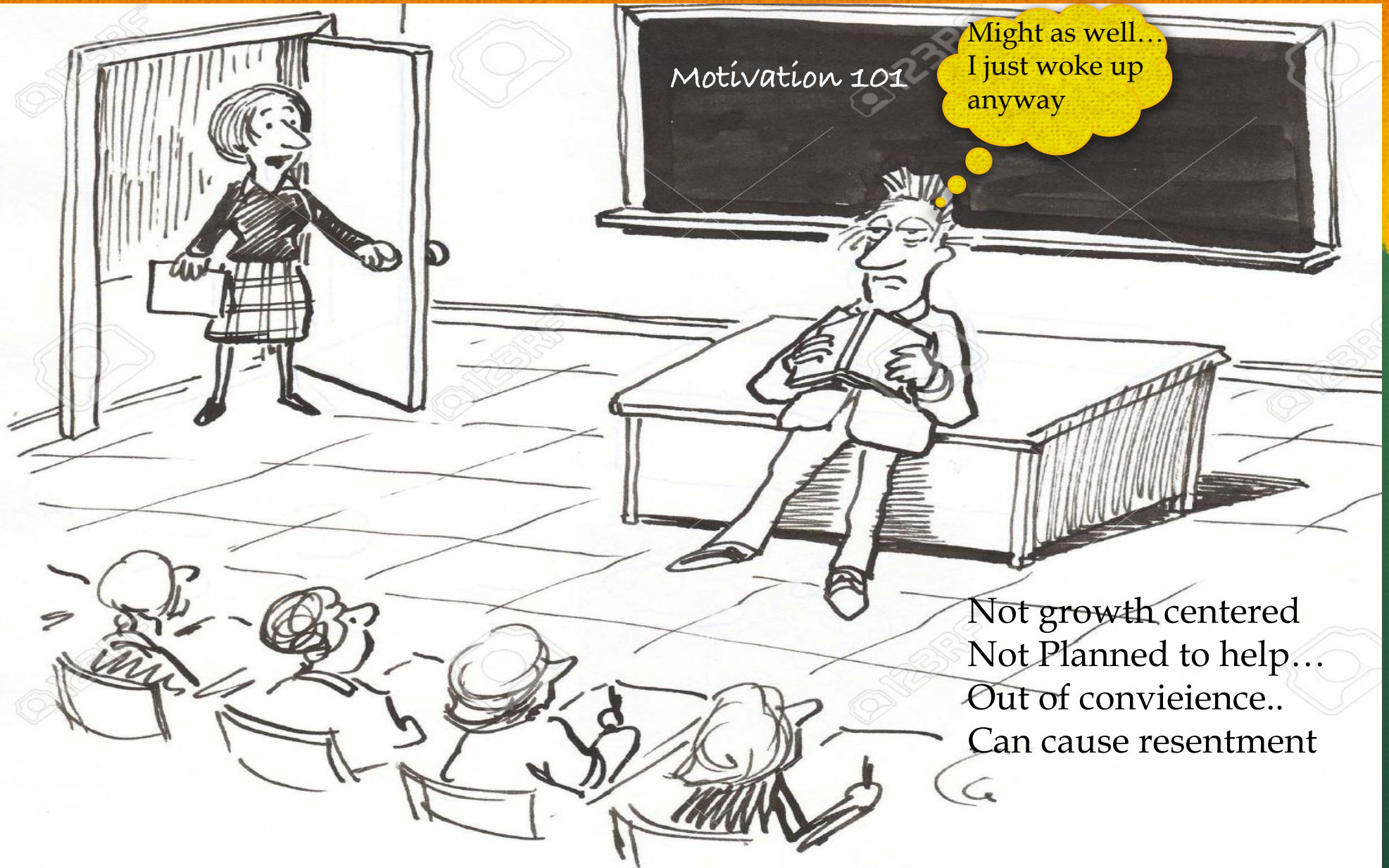
# University wide Collaboration

Corporate and collective- GOOD

- Set vision and Goals- HIGH EXPECTATIONS
- Advance teacher learning
- Address context-specific issues
- Foster collegiality
- Reduce professor isolation
- Improve student learning
- Develop a sense of community
- Increase dialogue
- Reduce Conflict



No collaboration=Individual, solitary, US vs. Them attitudes - BAD



Not growth centered  
Not Planned to help...  
Out of convenience..  
Can cause resentment

**“Is this a good time  
for a performance review?”**

# Professor and Administrator Collaboration

## Professional and Collegial- GOOD

- Encourages professors to participate in university-wide decision making.
- Models and encourages pedagogical and curricular leadership
- Provides support to teachers when they assume and carry out leadership roles.
- Distributes responsibility for the success of students.
- Provides career, professional and instructional modeling as well as advice.
- Professors feel empowered to take responsibility for the success of their students

<https://www.kqed.org/mindshift/39491/when-school-leaders-empower-teachers-better-ideas-emerge>

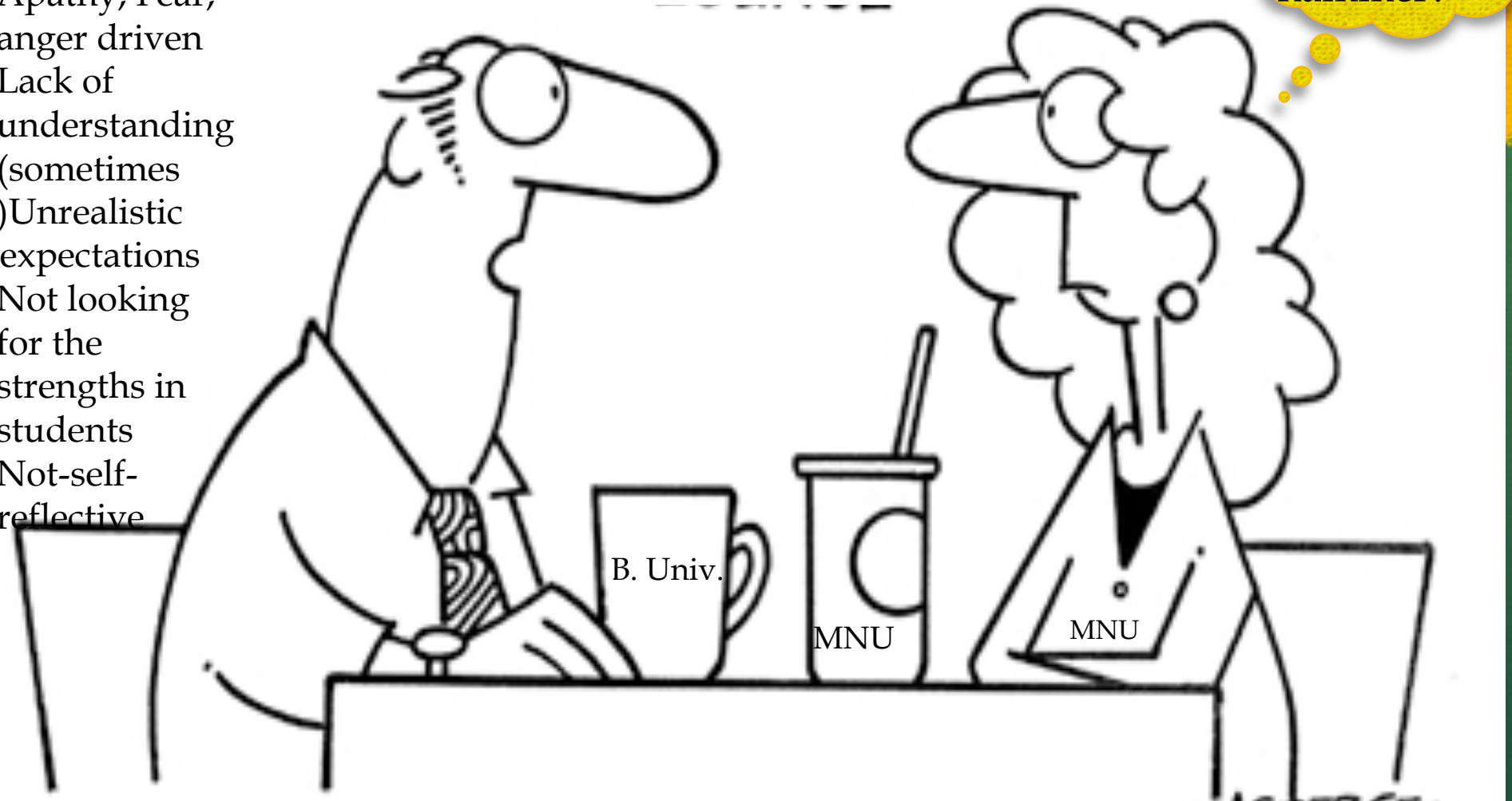
### Benefit:

- Professors share a common mission, Students feel safe and learn to trust and cooperate with teachers and school leaders.



# Faculty Lounge

- Self-focused
- Apathy, Fear, anger driven
- Lack of understanding
- (sometimes) Unrealistic expectations
- Not looking for the strengths in students
- Not-self-reflective

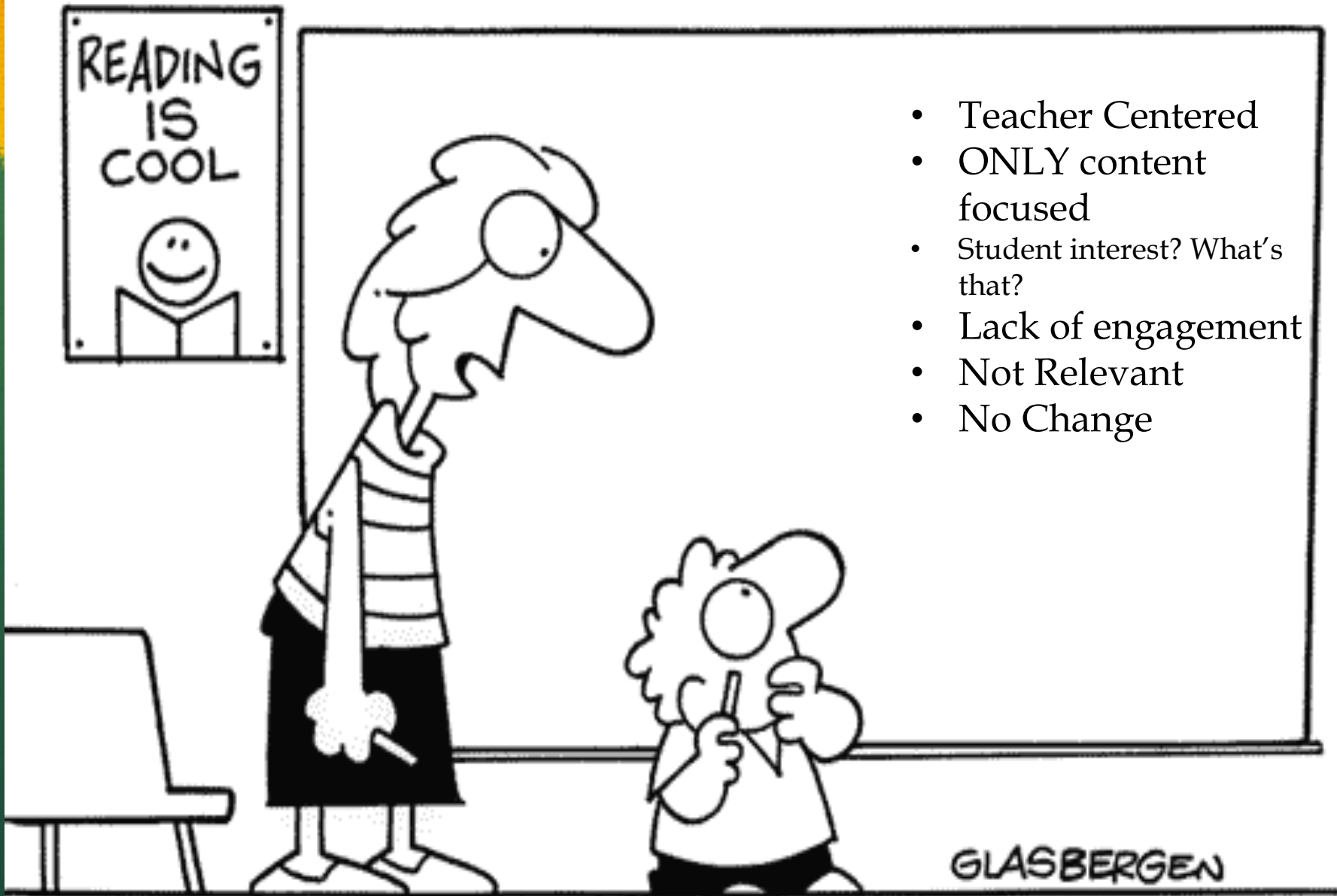


Can you believe Johnny? He is the worst student ever. Did you see Suzy today? She never acts like she wants to be here.... Did you.....?

# Faculty to Faculty Collaboration

## Interpersonal- GOOD

- Build relationships with in content area or your “team”
- Observe the best –finding those master instructors that can offer tips/tricks and guidance
- Ask questions- What do I do if.....? Why does.....?
- Share- This is how I feel, This is what I would like to do... I am having trouble with.....
- Plan- building effective lessons
- SAFE place to say what is on your mind.



**“There aren’t any icons to click. It’s a chalk board.”**

# Teacher to Student Collaboration

Relevant, student centered, engaging=GOOD

- Facilitates the 21st century goals of education of belonging, mastery, independence, and generosity- Communication Collaboration, Creativity,
- Exemplifies democratic schooling- Students participate rather than only receiving
- Increases student self determination
- Has the potential to increase academic and social competence of students.
- Represents an untapped resource in times of limited fiscal and human resources.
- “The design, delivery, and evaluation of instruction and decision-making involves students working in cooperative learning groups, as tutors and partners in partner learning (e.g., reciprocal teaching), and as co-teachers with their teachers.”

(<http://www.seenmagazine.us/articles/article-detail/articleid/1301/what-can-collaboration-with-students-look-like.aspx>)

What type of collaborator are you? (by Central Desktop)

9 Questions

The Big Dance

# The **9** Types of Collaborators



**Collaborators come in all different shapes and sizes. We've identified the top nine types of collaborators that typically exist within an organization. Ranging from early adopters to social butterflies to the begrudging skeptics, we're sure you'll recognize more than a couple of the characters below.**

# The 9 Types of Collaborators

Brought to you by  centraldesktop

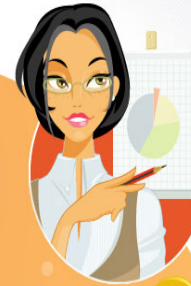
## The Stealth Ninja

A covert collaborator, the Stealth Ninja is the one who lurks, quietly moving from workspace to workspace viewing other people's work that piques their interest. Stealth Ninjas are usually the first to view a file, even if they're not a part of the team. They usually abstain from commenting unless absolutely necessary with the only evidence of their presence an entry on the audit log.



## The Executive

The Executive is usually a decision-maker in your company or department who has limited time, yet wants or needs to be involved at a high level. Speed, efficiency and convenience are of utmost importance to The Executive, who prefers to communicate feedback and final decisions via email rather than logging into a system. When The Executive does log in, the purpose is usually to take in the status of various projects as opposed to actively engaging or working on a project at a detail level.



## The Ringleader

The Ringleader is anything but a behind-the-scenes person. The Ringleader is a big-idea person who helps other team members arrive at 'aha' moments. Ringleaders begin a lot of discussions, bookmark interesting content and add thought-provoking comments to discussions and files. Their creative energy seeps into and influences team members across all the departments.



## The Expert

The Expert is the go-to person for questions about collaboration technology and best practices in your organization. The Expert looks beyond the normal file-sharing and project management capabilities of a collaboration solution and finds interesting and innovative ways to automate his or her work by leveraging sophisticated workflows, databases and other advanced features. Borderline geek, Experts are always experimenting, sharing new hacks on the intranet, and custom coding to create the coolest-looking workspaces on the block. Oh, and they usually have the most interesting desk toys and gadgets.



## The Socialite

This type of collaborator was born to be social. Socialites are storytellers and connectors. Sharing project details and updates comes as second nature to Socialites because they are more than used to sharing on a regular basis via Facebook, Twitter, Google+, MySpace, LinkedIn, Tumblr... you get the point. The Socialite always has a newly updated status, helps carry on conversations and encourages others to engage. Socialites are great for easing those who are less accustomed to open communication into being more social.



## The Siloist

The Siloist enjoys working alone and is reluctant to share only because he or she is not used to it. Siloists tend to be a bit absent from the workspaces they're part of and like to do most work offline. Siloists are actually most at risk of losing files and work because they prefer not to save and backup regularly to the cloud - and they are also always the last to realize, if ever at all, that the intranet is down.



## The Skeptic

The Skeptic is a somewhat vocal opponent to collaboration. Skeptics can often be detractors because they decentralize knowledge and communication when refusing to use the collaboration workspace. There is hope for Skeptics, though, as they can ultimately be won over if convinced that the WIFIM (What is in it for me?) quotient is high enough.



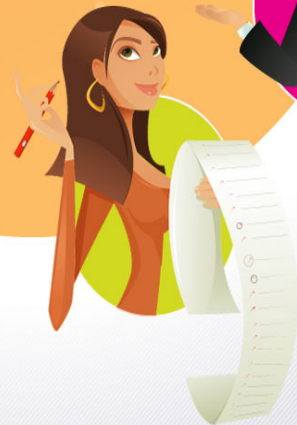
## The Dinosaur

The Dinosaur is not the most tech-savvy person in the organization. A creature of habit and uncomfortable with new ways of doing things, The Dinosaur tends to stick to traditional methods of work. While The Expert might equate managing projects by email to banging two rocks together to create fire, The Dinosaur prefers to be cloaked in this sanctuary of status quo. The Dinosaur does not embrace a new tool without some encouragement, so it is extremely important that the collaboration solution be simple and intuitive.

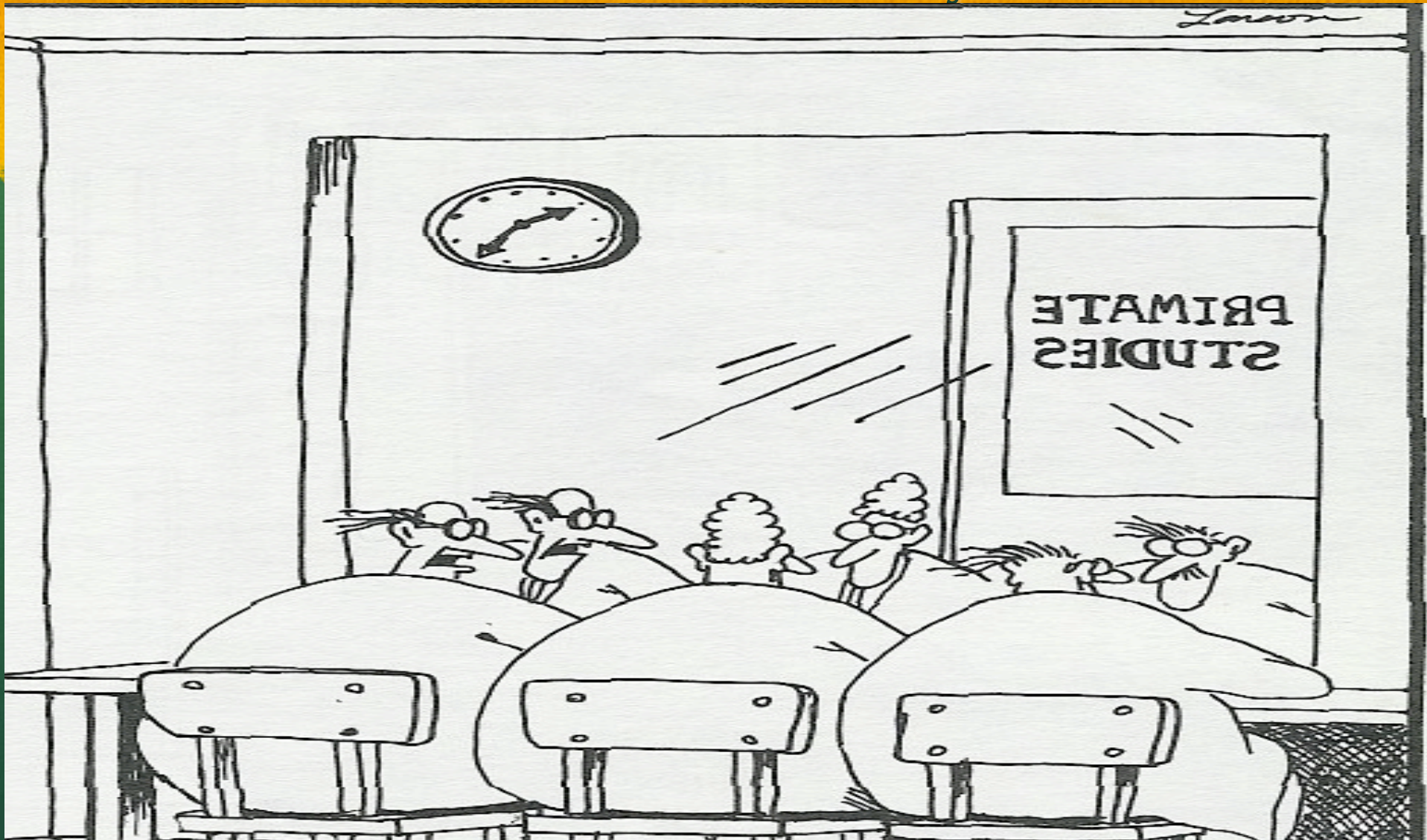


## The Taskmaster

Taskmasters may err on the OCD side or simply be organized to an extreme. No detail is too small, no action item goes unassigned and no audit log unread. The Taskmaster is operationally focused, using collaboration tools fully to execute on project plans. The Taskmaster is the one you can expect will follow up with a task list of action items five minutes after your call ends (and you're grateful for it!).



# How aware Are you?

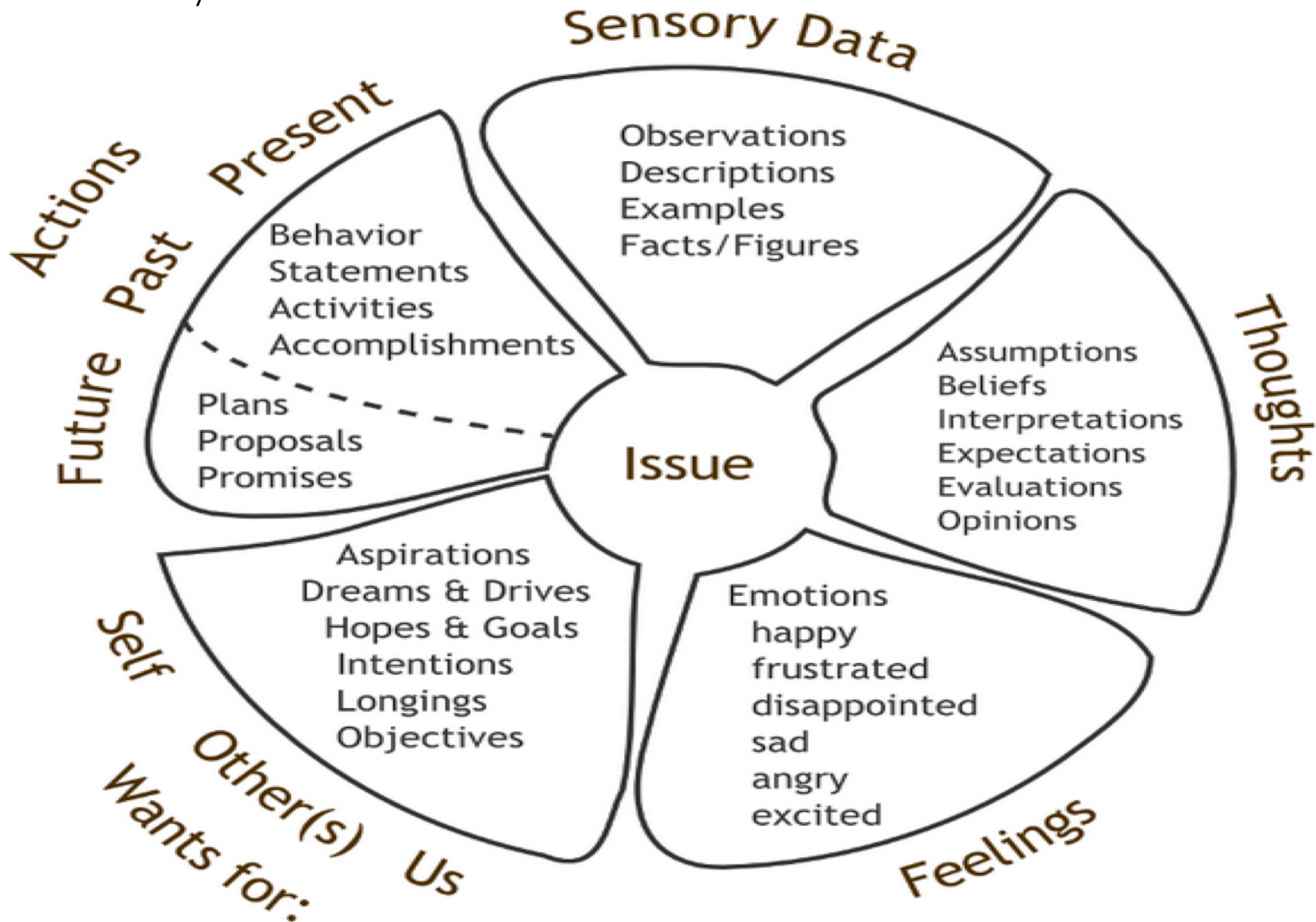


Hey! Do you see that guy in front of me? He keeps Mocking me!

# Awareness Wheel

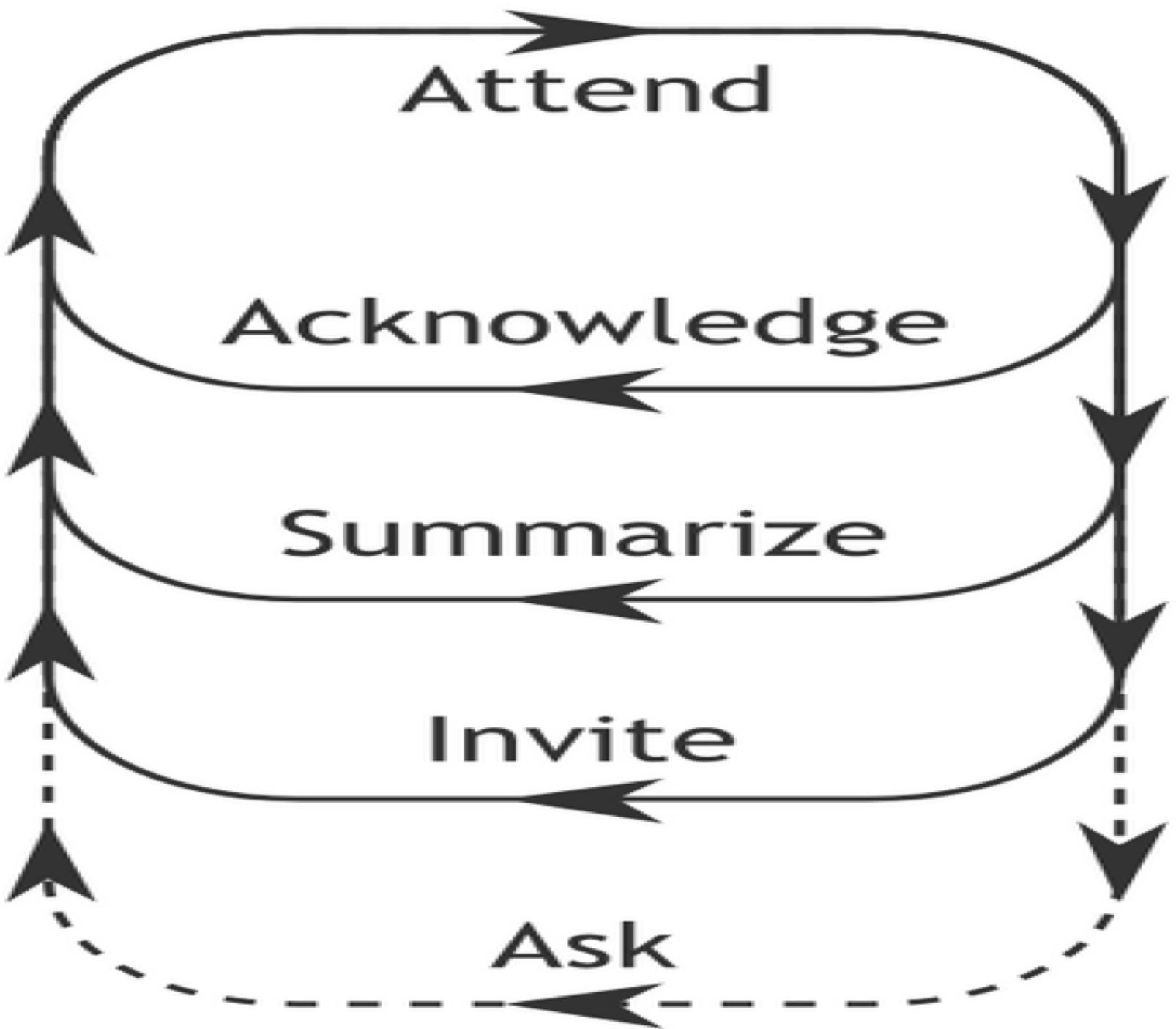
Miller, Sherod, Phyllis Miller, Elam W. Nunnally, and Daniel B. Wackman. Talking and Listening Together: Couple Communication I. Littleton, Colo.

Collaboration/ How to.....





# The Listening Cycle



Listener

The "Telling" Cycle

I am  
happy

It's going to  
get PUNCHY!

This is how  
I feel

You Said....

I don't  
want...

NOT  
SPEAKING

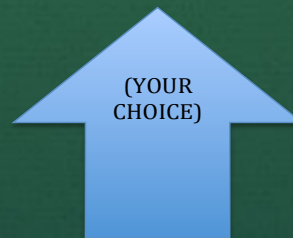
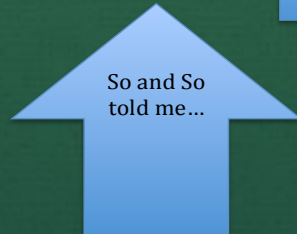
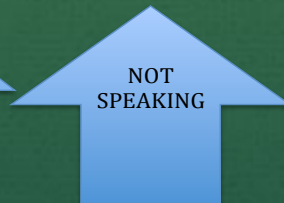
I did ....

I can  
only  
do...

So and So  
told me...

(YOUR  
CHOICE)

SELF



# Your Turn to Dance

- Partner up
- One set at a time come up to “the dance floor”
- (One listen cycle and one Telling Cycle)
- Dance for 1min, then the word “switch” will be said then the next group come up.