

# Collaboration Catalysts: How Building Strong Teams Ignites Critical Collaboration



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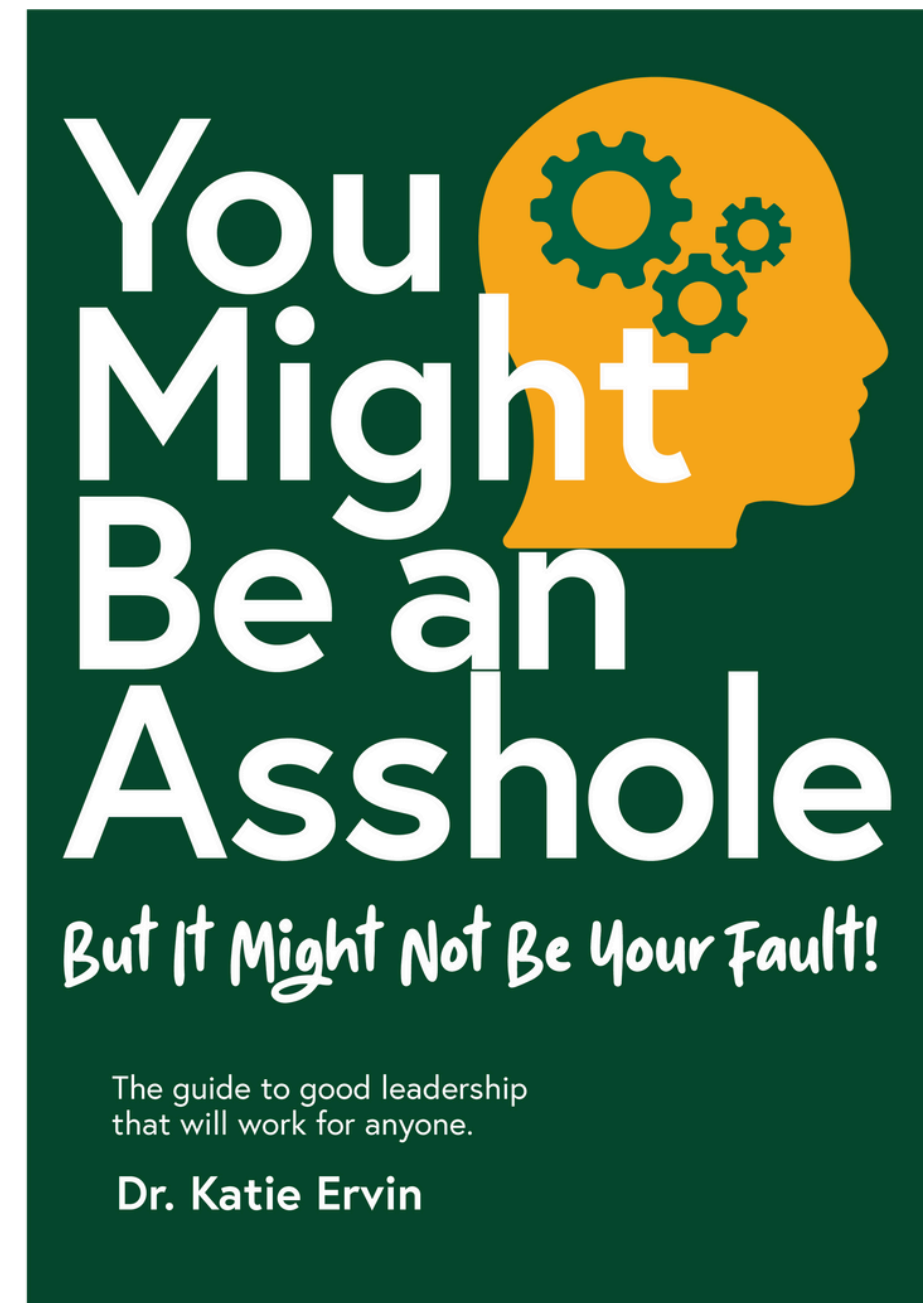
# Today's Topics

- Team Building in Higher Education
- Building Interdisciplinary Bridges
- Navigating Leadership Challenges



# My Background

Education  
+  
Experience  
+  
Research



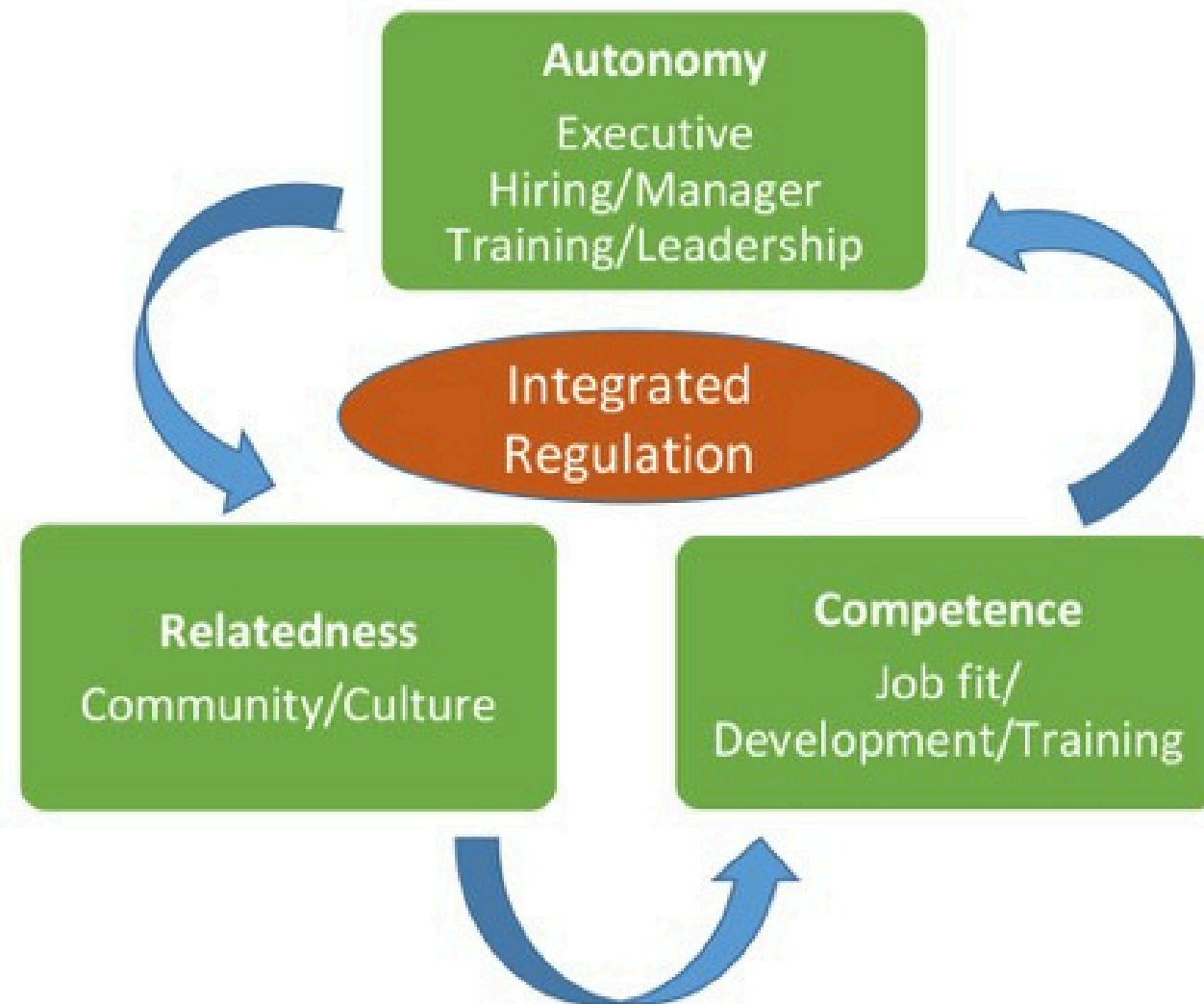
# My Research

- Career ladders are a key piece to employee retention
- Motivation levels are a continuum and are tied to happiness at work



# Catalyst Workplace Model

(Ervin, 2018 based on Self Determination Theory; Deci & Ryan, 1985)



## Integrated Regulation

- Internally motivated
- Congruence with the organization
- Tasks are personally important
- Recognize an external authority

## Benefits of Integrated Regulation

- Loyalty to the organization/less likely to leave
- More engaged in workplace activities
- Higher job satisfaction
- Happier workplace



# Bridge Building



A landscape of rolling hills at sunset, with a warm orange and yellow sky. The hills are silhouetted against the bright light of the setting sun. A dark grey rectangular box is overlaid on the image, containing the quote in white text.

Common sense is  
not so common.

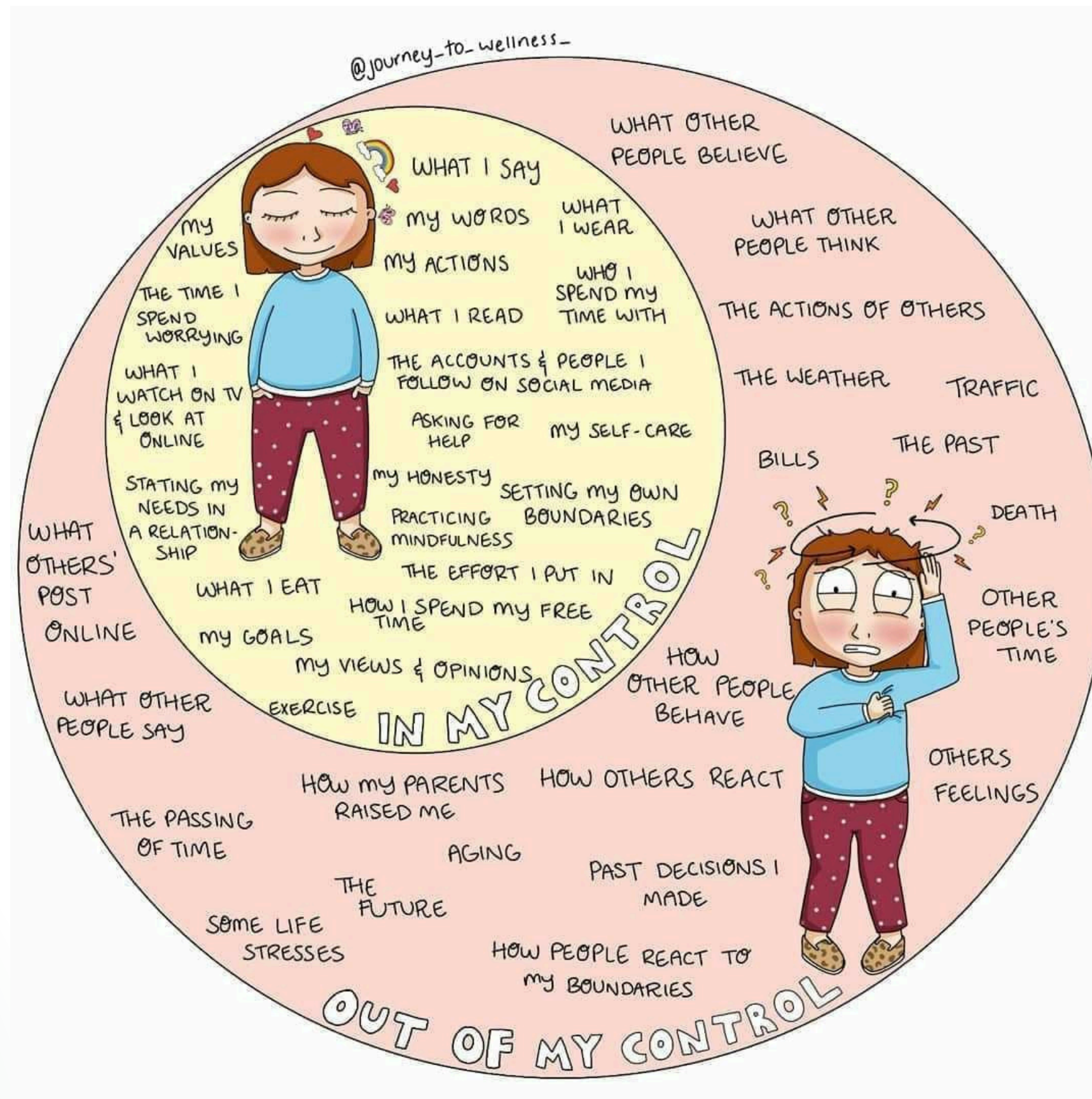
Voltaire

# Growth Mindset





# Area of Control





# Neutral mindset

“The human mind absorbs negativity seven times more easily than it absorbs positivity. We also know that language is the most powerful carrier of negativity. Thinking about my struggles is nowhere near as powerful as verbalizing them. When it comes out of my mouth, it affects me tenfold. If it’s negative it may be seven times more on top of that.”

7X

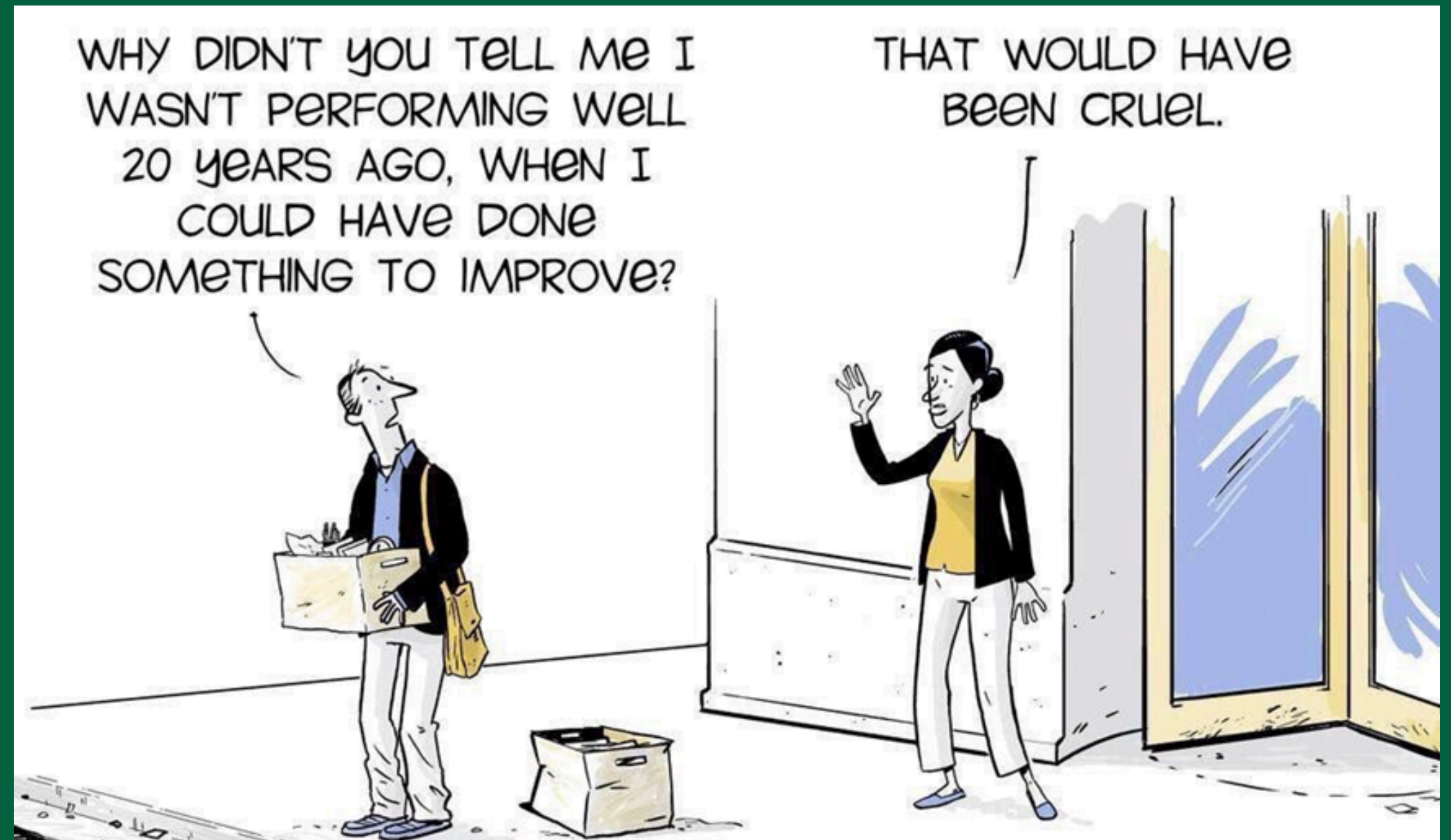
# Kindness





# Don't be nice, be kind!

- Clarify expectations
- Help enhance performance
- Support confidence building
- Practice strong leadership



**"Your reaction as a leader or as an individual contributor [to feedback] sets the tone for how likely that person is going to come to you with the truth the next time."**



# Me vs. We





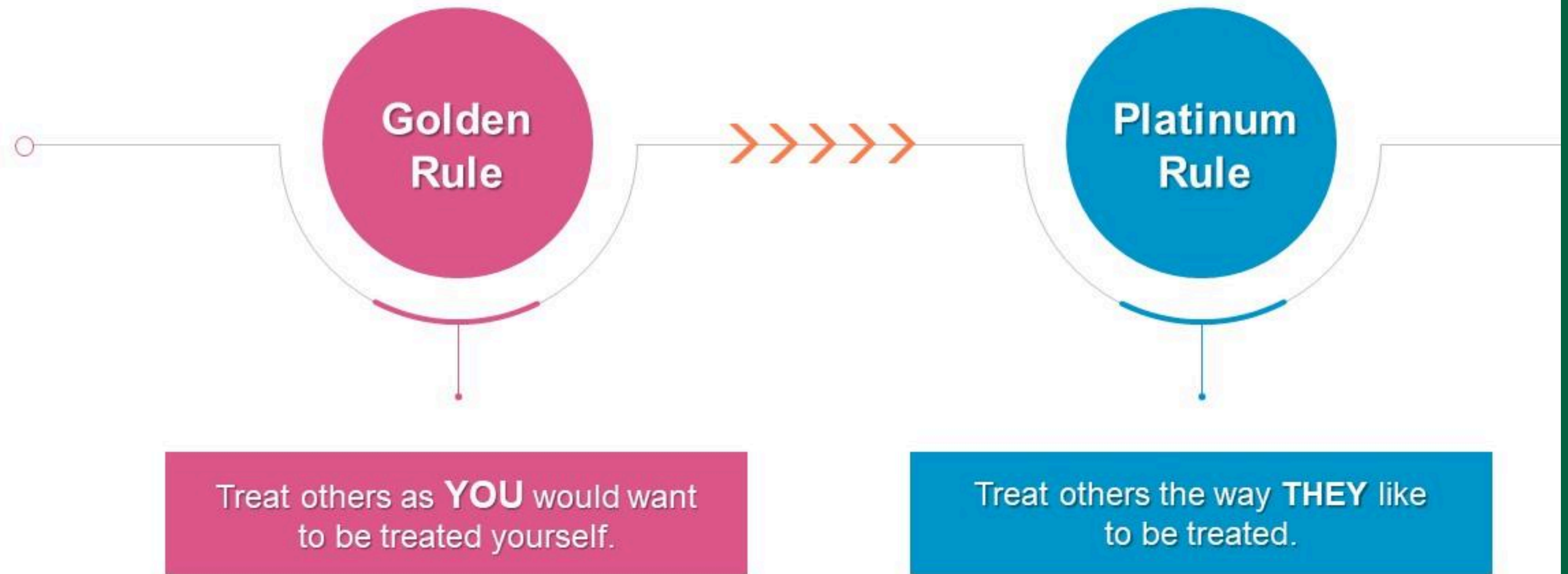
# Balance and Harmony

- Just like a peanut butter sandwich, relationships require a combination of different ingredients and experiences
- Must find the right blend and balance
- Different components come together to create a harmonious and satisfying whole.





# Golden and Platinum Rule of Treatment



# Priorities





# Healthy Teams/Organizations by Patrick Lencioni

The single most untapped competitive advantage is teamwork.



To gain this advantage, teams must:

- ▲ **Trust** One Another  
When team members are genuinely transparent and honest with one another, they are able to build vulnerability-based trust.
- ▲ Engage in **Conflict** Around Ideas  
When there is trust, team members are able to engage in unfiltered, constructive debate of ideas.
- ▲ **Commit** to Decisions  
When team members are able to offer opinions and debate ideas, they will be more likely to commit to decisions.
- ▲ Hold One Another **Accountable**  
When everyone is committed to a clear plan of action, they will be more willing to hold one another accountable.
- ▲ Focus on Achieving Collective **Results**  
The ultimate goal of building greater trust, conflict, commitment, and accountability is one thing: the achievement of results.

# Silos

**Organizational silos form when leaders, and ultimately employees, are allowed to develop more loyalty to a specific group or team than to the employer or company as a whole. When silos exist, employees become more insular and distrustful of other departments, making it increasingly difficult for groups to work together.**





# Pop Quiz

Individual/Department only mentality (1 point)

Misaligned priorities (1 point)

Communication issues (1 point)

Specialized knowledge and language (1 point)

Poor Leadership (10 points)

# Why we build relationships at work

- Fosters Collaboration
- Improves Individual Productivity
- Boosts employee morale
- Transfer of skills and knowledge
- Inspires creativity
- Ability for difficult conversations and accountability

# Elements of strong relationships

- Trust
- Respect
- Inclusion
- Self-awareness
- Open Communication



# Why do we need to build trust?

- Greater employee satisfaction
- Increased engagement
- Decreased turnover
- Heightened customer service
- More collaboration/teambuilding
- Higher productivity
- Enhanced creativity and innovation

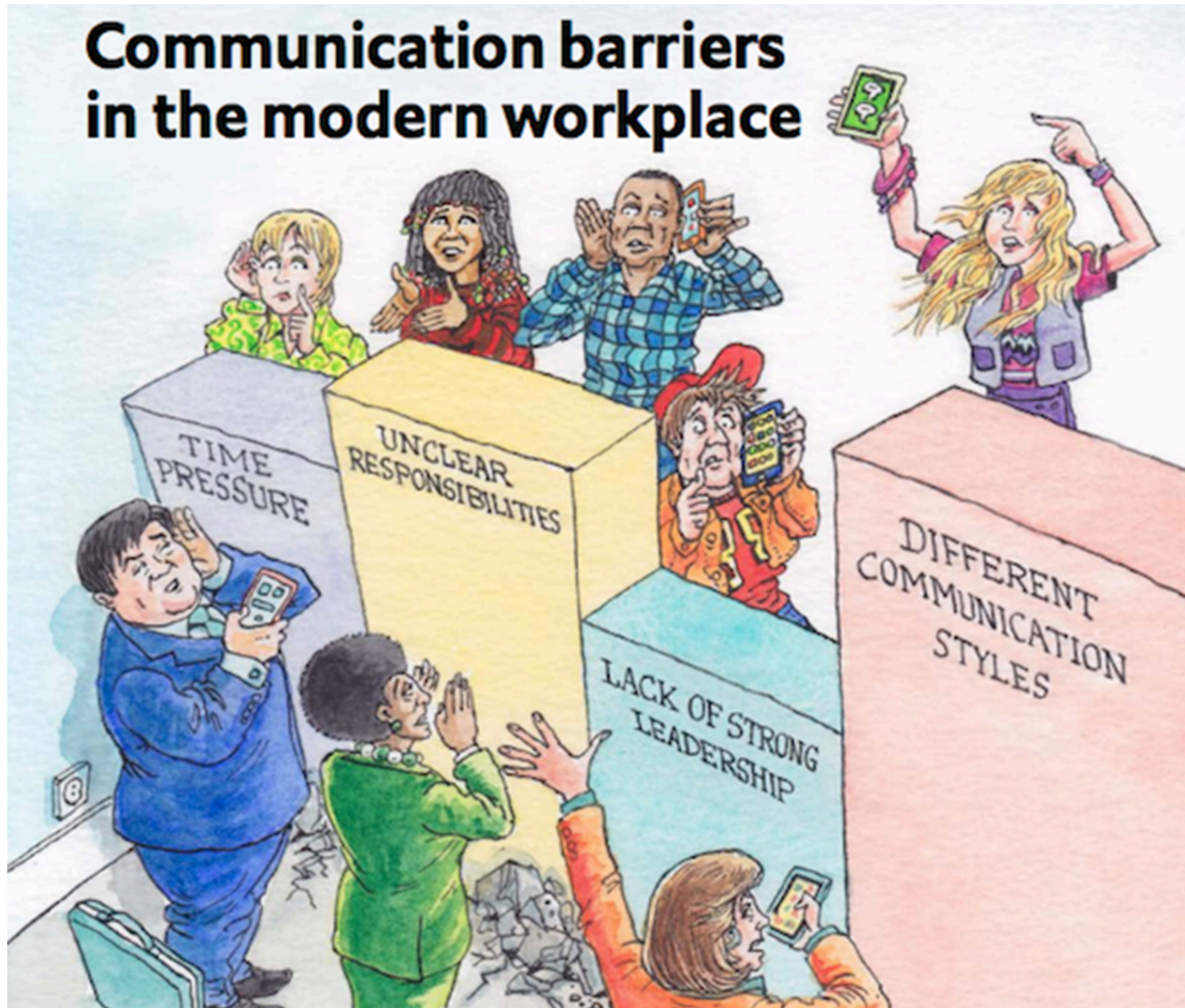




# Active Listening/ Communication



## Communication barriers in the modern workplace



## Importance of Feedback



# Open Conversations are Different for Everyone

- Be Authentic
- Be Vulnerable
- Stay Professional
- Recognize Differences



# Listening vs. Hearing

## Hearing

- **Easy:** accidental; automatic.
- **Passive:** involuntary; effortless.
- **Physical Function:** involves the ears.

## Listening

- **Hard:** requires practice and being alert.
- **Active:** a conscious effort; requires focused involvement.
- **Internal Behavior:** involves mind and body.



# Building the bridge





# Why should we improve cooperation?

Increasing cooperation at work is crucial for fostering a positive and productive work environment.

Creating a workplace culture that prioritizes cooperation, teamwork, and mutual support ultimately leads to increased productivity and success for the organization.



# **Improve Cooperation at work**

- 1. Promote Clear Communication**
- 2. Foster Trust and Respect**
- 3. Encourage Team Building Activities**
- 4. Recognize and Reward Collaboration**
- 5. Provide Opportunities for Skill Development**
- 6. Lead by Example**

*FREE HANDOUT:*

# 12 TIPS FOR BREAKING DOWN SILOS





# Connect with me

pro

**Catalyst**  
DEVELOPMENT

Coaching.  
Consulting.  
Leadership.



**Dr. Katie Ervin**  
CEO at Catalyst Development

With over 24 years of experience in human resources, organizational development, and executive coaching, I am passionate about helping individuals and organizations achieve their full potential.

