

# The Power of Collaboration

A leadership development experience that transforms the way we work together

Increased Trust & Respect  
Healthy Workplace Culture  
Greater Collaboration



## Power of Collaboration: An Impact Study Overview

Wouldn't it be great if all we needed to do to improve collaboration was simply to agree to work together, better? Of course, it would be great, but building collaboration doesn't work this way.

That's because our current ways of working together are built upon our shared history, habits, blind spots and lack of skills to navigate new territory in the ways that we work together. And, the reason we've worked this way together is because it's worked.

Or at least it *used* to work. Today we are being challenged to work in ways that require a new set of skills. We are being asked to work in ways that fly in the face of top down, directive and authoritative leadership. The new workplace has us reaching across organizational lines, navigating a quickly changing workplace, and empowering employees at all levels.

Thankfully, **our research shows that it is possible to change course, set a new direction and find new ways to collaborate that lead to improved productivity and greater innovation.** Through Henley Leadership Group's (HLG) 5 Elements Method (Figure 1.1) teams have been able to break down habits through increased self-awareness and by building communication skills that lead to improved collaboration and more effective support for each other. These skills allow teams to respond differently to each other through failure that allows for growth. The results lead to teams who are able to shape a new collaborative environment that fosters change, improves engagement and leads to improved business outcomes and real, measurable business impact.

The following pages provide an overview of our recent research to uncover the organizational impact of the Power of Collaboration.

### The Five Elements of Collaboration:

1. Develop **trust** and **respect**
2. Hold a shared **compelling purpose**
3. **Increase competence** intellectually, emotionally, physically and spiritually
4. **Build strength** through breakdown
5. Engage the **power of appreciation**.



# Research Findings



## A Safe Container

Disrupting silos, breaking down barriers and creating an environment that builds trust, respect and allows for failure requires deep personal work. The level of self-reflection and vulnerability needed from participants requires that the facilitators and coaches create an environment that allows for openness and safety. Henley Leadership Group has a long-standing reputation as a team of expert coaches who bring the depth of experience necessary for this work. The impact of the learning environment created by HLG is best reflected in the participant's experience (Figure 1.2). In fact, **95% of recent participants rated the Power of Collaboration program as great or excellent.** Moreover, **100% of past participants rated HLG**

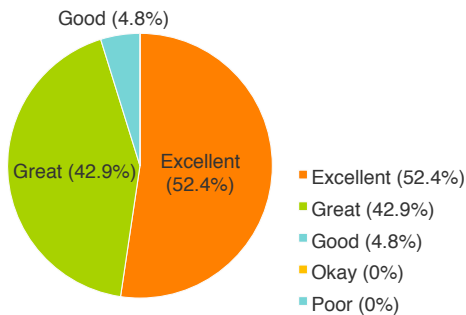


Figure 1.2. Past Participant's Experience Rating.

**Facilitators/Coaches as great or excellent,** illustrating the high-level of expertise and quality offered by the HLG team.

## Self-Awareness and Growth

Before real and lasting change can occur, participants first need to understand the ways in which they have contributed to and play into the current work environment. Only after gaining a deeper level of self-awareness are participants ready to build upon their strengths, find new

ways to communicate more effectively to create a new culture of collaboration. Our research has consistently demonstrated that HLG excels at allowing for significant growth and learning in the area of self-awareness (Figure 1.3). In a recent study, **79% of participants reported significant learning gained in self-awareness.**

Only after self-awareness is gained are participants able to grow in the ways that improve collaboration. Specifically, the top 10 ways participants grew include: (Table 1.1)

1. Greater self-awareness in leadership style
2. Communication and giving feedback
3. Building trust and respect
4. Networking & building relationships
5. Producing results within team
6. Confidence and executive presence
7. Skill in networking and collaboration
8. Influencing others across the organization
9. Ability to articulate point of view
10. Skill in creating and managing a healthy organization

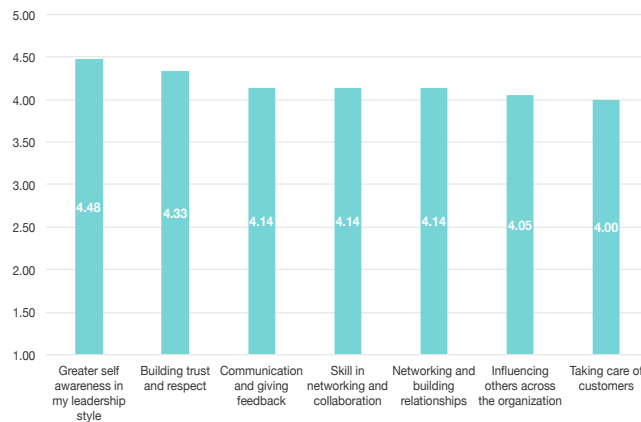


Figure 1.3. Significant Learning Gained.

Table 1.1. Top Ten Ways Participants Grew.



## Program Impact

Finally, in reviewing overall impact, while the Power of Collaboration begins with self-awareness, the program impact results in clearer communication and increased collaboration and decreased silos (Figure 1.4). The figure below illustrates the top seven areas of impact, starting with a **74%** agreement that the program allowed for clearer communication. The Power of Collaboration makes an impact for organizations because the depth and experience of the HLG Facilitators and Coaches allows for a safe container where participants can reflect, be vulnerable to see the areas they need to change. Then through careful guidance, support and coaching of the HLG team, team members build new pathways built on trust and respect that allow for improved communication and collaboration.

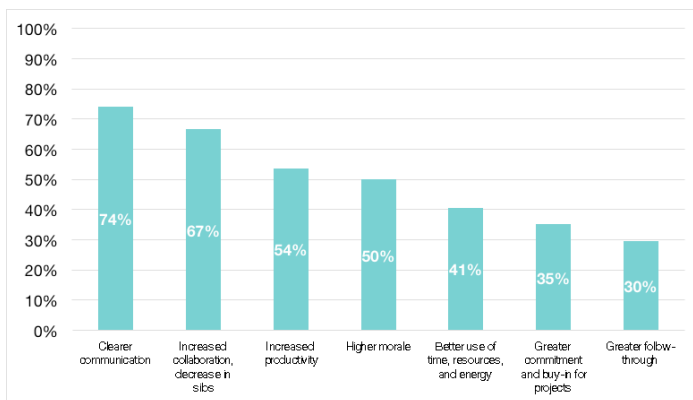


Figure 1.4. The Power of Collaboration Program Impact.

### Top 7 results as reported by participants:

1. Clearer communication
2. Increased collaboration, decreased silos
3. Increased productivity
4. Higher morale
5. Better use of time, resources and energy
6. Greater commitment and buy-in on projects
7. Increased follow through

## Real Business Impact

### Case Study: 200% Growth in Market Share

LifeCenter Northwest was building a new team that needed to learn how to work together. The team had experienced some set-backs and history that needed to be overcome. Through their work with the HLG Team, they were able to improve collaboration.

**The result?** They were able to grow market share by 200% when they increased their hospital tissue recovery from 45% to 90%.

### Case Study: 455% Increased Productivity

Puget Sound Energy, a long-standing HLG client, had a female senior leader who wanted to better understand how to collaborate with engineering teams and her male colleagues. Through her work with HLG, she was able to influence collaboration and change.

**The result?** She was able to collaborate with a team responsible for a mapping system and improve productivity by 455% when they reduced the number of days required to enter a map in the system from 250 days to 55 days.

## Power of Collaboration: Client Testimonials



**The Henley Group has been our partner in this transformation.** With their support over the past 13 years, PSE leaders at all levels of the organization, from front-line supervisors to the executive suite, have learned to challenge themselves, to fight complacency, and to bring their best each and every day.

Kimberly Harris, CEO - [Puget Sound Energy](#)

I am incredibly grateful to have been to be part of an amazing team doing incredible work together. **HLG is deeply invested in our continuing growth and success**, and we are lucky to have them here to help us.

Kevin O'Connor, CEO - [LifeCenter Northwest](#)

"I found the six months truly inspirational from how it helped me work with others to finding my own strengths and energies. As a seasoned employee in a large corporation **it showed me new ways to approach situations and lead teams in a more collaborative manner.**"

Maeve Tait, Sr. Manager - [Microsoft](#)

The Facilitator/Coach did a great job, and **this was an excellent use of our time.** I think our team has grown and will continue to grow as a result of this retreat.

Program Participant - [Puget Sound Energy](#)

Exceeded expectations because **we discussed the difficult topics that were pertinent to our team.**

The Facilitator/Coach did a great job of staying neutral and asking the tough questions.

Program Participant - [Puget Sound Energy](#)

**Thank you for providing one of the best team and leadership development courses our organization has ever seen.** Many people, including one of my seasoned staff, said it was the best team and leader development seminar they have ever experienced!

Giuseppe Alvarado, (participant in one day Power of Collaboration training) - [Port of Seattle](#)

HLG transforms leaders at all levels— **the results are a culture change across the organization** and raised collective Emotional Quotient.

Karin Moore, Director - [Microsoft](#)

