

FROM INTERNAL COMPETITION TO REAL WIN-WIN COLLABORATION

OVERVIEW

The aim of this course is to show how prevalent, dangerous and damaging internal competition between individuals or functions in any organisation is. It is prevalent because competition is seen as good and healthy; dangerous because it distracts from the overall goal; and damaging because enormous energy is spent defending oneself or one's patch and resolving conflict.

Rivalry and conflict can become the only game in town, enjoyable and engaging but deadly.

OBJETIVES

1. Discover how normal and accepted internal competition and rivalry are in organisations and how they undermine our good intentions around team-working.
2. Become familiar with the dynamics at work where internal competition and win-lose attitudes exist.
3. Learn how internal struggles rob organisations of their real purpose, goals and energy through game-playing and politicking.
4. Learn to spot situations, systems and structures that support and promote rivalry and competition.
5. Discover what is needed to counteract this taken-for-granted or unseen poison in organisations and turn competition into collaboration.

LESSONS

1. Introduction

1. Welcome
2. Objectives
3. Course Format

2. Why Good Intentions and Behaviours are often mis-aligned.

3. Team Dynamics and Games.

1. The Excitement of Competition
2. The Price of Competition
3. Behaviour Never Happens in a Vacuum.

4. Conflict and Differences

1. Organising and Structuring for Collaboration and Understanding

5. Shared Visions Remove Conflict

1. Set up for Unity, Teamwork and Success

6. Test for Understanding

7. Final Review

1. Final Message and New Paradigm
2. Leadership Tool
3. Summary of Course Learnings (PDF)
4. References

DURATION

While you could take this course in less than a half-hour, it is our recommendation that it be taken over the course of few days to allow you to reflect on learnings, check your understand, discuss it with others (or with a Maybe consultant.)

This will help to ensure that you come to the group session well equipped to make a big contribution to the meeting and ensure that the learnings are applied to enrich and improve your daily work and life.