

Collaboration & Mentoring



Dr. Denise Lujan

Dr. Mary Monroe-Ellis

Glynis Mullins.



Collaboration

Collaboration: What is it?



Collaboration is defined as:

- The action of working with others to **produce** or **create** something
- When a group of people come together and **contribute their expertise** for the benefit of a shared objective, project, or mission

Collaboration: What is it?



Benefits of collaboration:

- Brings organizations & departments together
- Helps problem solve
- Helps people learn from each other
- Opens new channels of communication
- Leads to higher employee retention rates
- Makes us more efficient

Collaboration: Why we need it?



Benefits of collaboration:

- Provides Buy-in & ownership for outcome
- Members are more likely to take responsibility for implementing the groups action plans
- Builds trust among the team
- Pools talents & strengths of employees
- Allows for organizational empowerment
- Is an inclusive process – everyone has a voice

Collaboration: Why leaders encourage it?

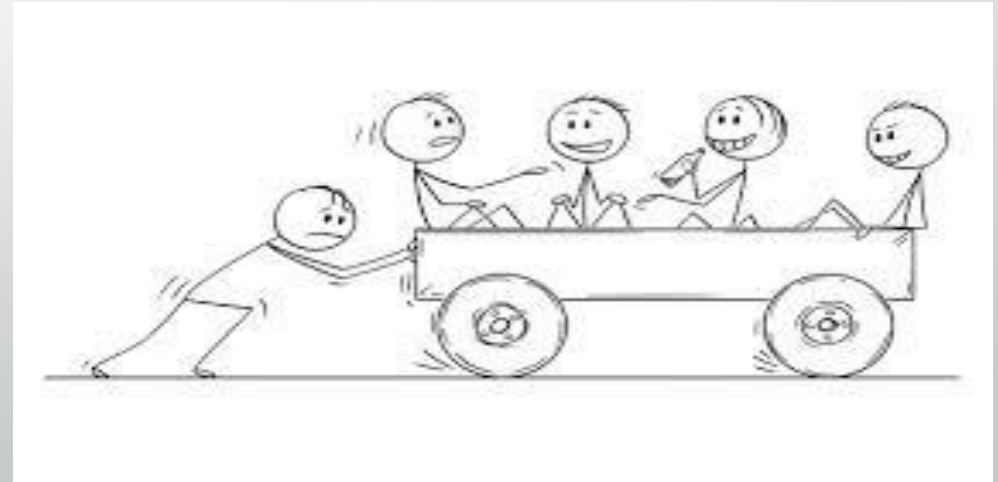


“If you bring the appropriate people together in constructive ways with good information, they will create authentic visions and strategies for addressing the shared concerns of the organization or community” ~ *David Chrislip and Carl Larson*

Collaboration:



**To help students be successful
Collaboration is more important than ever
– but it comes with challenges.**





Challenges & Ideas

Collaboration: Challenges and Ideas



Challenge 1: Working style

No two people are the same, nor do they have the same strengths or weaknesses.

33% of projects fail due to lack of involvement.

Ideas for implementation

- Keep communication open & never withhold information
- Reach consensus on goals & tasks
- Recognize your worth & the contribution of others
- Place group goals above personal satisfaction
- Apologize for miss-steps & forgive others for theirs

Collaboration: Challenges and Ideas



- Working on a team can be hard!
- What you think is a perfect solution – others won't or can't support.
- Learn to be ok with that!
- Learn when and where to fight your battles!



Collaboration: Challenges and Ideas?



Challenge 2: Connections

For collaboration to thrive, there must be connection among members.

43% of workers said they spent time working remotely.

Ideas for Implementation

- Have regularly scheduled meetings to work on goals & objectives
- Take steps to humanize the working relationships
- Build time to socialize and get to know each other
- Encourage active listening

Collaboration: Challenges and Ideas?



Challenge 3: Building trust

Trust paves the way for productive, forward-thinking conversations. Trust is hard to build and easy to break.

Ideas for Implementation

- Be honest
- Admit when you don't know something & when you are wrong
- Keep your word
- Include others & give them a chance to talk
- Explain your thought process
- Listen with intent

Collaboration: Challenges and Ideas?



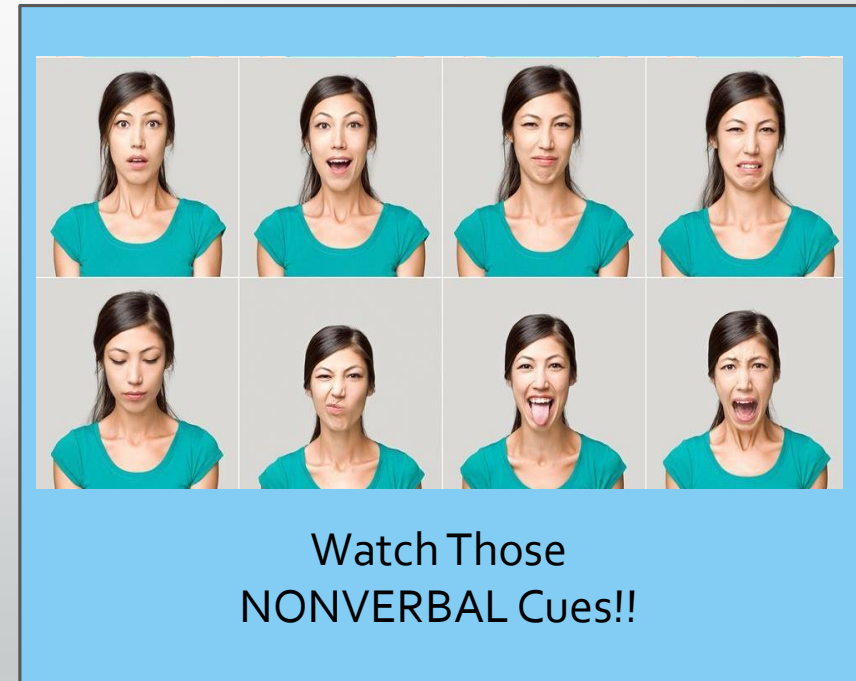
Challenge 4: Communication

Effective when a message is sent & received accurately.

Avoids confusion, provides purpose, builds positive culture, and creates accountability.

Ideas for Implementation

- Define goals and expectations
- Clearly deliver your message
- Keep everyone involved
- Listen and show empathy
- Understand the impact nonverbal cues
- Have the tough conversations
- Provide feedback – negative and positive
- Disagree without being disagreeable



Collaboration: Challenges and Ideas?



Challenge 5: Responsibility and engagement

Interdependency is critical to collaboration.

Avoids confusion, provides purpose, builds positive culture, and creates accountability.

Ideas for Implementation

- Define roles & responsibilities
- Create a safe space for innovation and creativity
- Communicate expectations & set clear deadlines
- Address issues early, honestly, and with kindness

Collaboration



Even with challenges – Collaboration is **WORTH** it!

Your tango

**ALONE WE CAN
DO SO LITTLE;
TOGETHER WE CAN
DO SO MUCH.**

HELEN KELLER





Mentoring

Mentoring



A mentor is someone who allows you to see the hope inside yourself ~ Oprah Winfrey



someone who shares their knowledge, skills, and experience to help you develop and grow

Mentoring: What is it?



Mentoring is **supporting** and **encouraging** our students to

- Manage their own learning,
- Build their confidence,
- Develop resilience and character,
- Develop their skills,
- Raise their aspirations
- Improve their performance and become the person they want to be.

IS NOT Someone who walks ahead of you to show you how they did it.

IS someone who walks alongside you to show you what you can do

Mentoring: Why do it?



- Mentors serve as a thought partner for students
- Mentors help empower students to become agents of their own change
- Mentors understand students' aspiration and fears
- Mentors serve as an advocate for students' best interest

**Learning
from
someone
who
wants to
see you
grow.**

Mentoring: Who is it?



“A mentor is someone who sees more talent and ability within you than you see in yourself and helps bring it out of you” ~ *Bob proctor*

Mentoring: How faculty mentor others?



- Demonstrate a **Culture of Care** for students
- Build **Relationships and Connections** with students
- Listen for what **Students Need to Learn** and guide them on their journey
- Be a **Resource** for students
- Be a **Supporter and Encourager** of their growth.



References

Community Tool Box. (2020). Collaborative Leadership. Retrieved from <https://ctb.ku.edu/en/table-of-contents/leadership/leadership-ideas/collaborative-leadership/main>.

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