Collaboration - Level 2

What it Means

Working as a Team Player Sees how diversity on a team can be beneficial. Open to working in person or remotely with team members. Uses technology to help complete team tasks.	**Finding Common Ground** Respects how people are different. Finds what people have in common so they can work well as a team and have shared goals.
Shared Responsibilities and Creative Input Shares leadership and responsibilities with team members. Offers help when needed. Involves team members by getting their input to generate new ideas.	**Dealing with Conflict in a Positive Way** Finds positive ways to deal with conflict on the team. Sees setbacks as a way to learn

Watch:

What Not To Do
https://youtu.be/xTOtm8BnyIc

Forming, Storming, Norming, and Performing
https://youtu.be/nFE8IaoInQU

Read:

Tuckman's stages of group development
https://en.wikipedia.org/wiki/Tuckman%27s_stages_of_group_development

13 benefits and challenges of cultural diversity in the workplace
https://www.hult.edu/blog/benefits-challenges-cultural-diversity-workplace/

Benefits:

1. Diverse cultural perspectives can inspire creativity and drive innovation
2. Local market knowledge and insight makes a business more competitive and profitable
3. Cultural sensitivity, insight, and local knowledge means higher quality, targeted marketing
4. Drawing from a culturally diverse talent pool allows an organization to attract and retain the best talent
5. A diverse skills base allows an organization to offer a broader and more adaptable range of products and services
6. Diverse teams are more productive and perform better
7. Greater opportunity for personal and professional growth

Challenges:

8. Colleagues from some cultures may be less likely to let their voices be heard
9. Integration across multicultural teams can be difficult in the face of prejudice or negative cultural stereotypes
10. Professional communication can be misinterpreted or difficult to understand across languages and cultures
11. Navigating visa requirements, employment laws, and the cost of accommodating workplace requirements can be difficult
12. Different understandings of professional etiquett

Additional Resources:

Forming, Storming, Norming, and Performing
https://www.mindtools.com/pages/article/newLDR_86.htm

Leadership strategies to facilitate successful team development

Team Development Stage	Leadership Strategies	Keys to success
Forming (Setting the stage)[11]	Coordinating Behaviors	- Purposefully picking the team- Facilitate team to identify goals- Ensure the team development of a shared mental model

Storming (Resolving conflict and tension)[11]	Coaching Behaviors	- Act as a resource person to the team- Develop mutual trust- Calm the work environment
Norming & Performing (Successfully implementing and sustaining projects)[11]	Empowering Behaviors	- Get feedback from staff- Allow for the transfer of leadership- Set aside time for planning and engaging the team
Outperforming & Adjourning (Expanding initiative and integrating new members)[11]	Supporting Behaviors	- Allow for flexibility in team roles- Assist in the timing and selection of new member- Create future leadership opportunities