

Generative Collaboration A 2-3 Day Program

About the Program

This much sought after, 2-3 day (preferably offsite) program for managers aimed at enhancing collaboration between different functions/ verticals. Often the deficit of collaborative working, complimentary support and inter-personal gaps lead to organizational agility getting compromised – be it customer centricity or turnaround time or employee morale.

The Program results in increased self-awareness and improved interpersonal skills and more importantly higher collaboration amongst different functions/ verticals (e.g. Manufacturing, Sales, Finance & Quality or Delivery, Design, Quality & Sales etc.) in an organization. This has been used across several leaders and organizations and has impacted the participants' personal as well as professional lives.

Learning Objectives

Participants gain a deeper insight into themselves and the manner in which they interact with one another.

The coverage includes

- Increased understanding of self for the participants
- Increased trust through improved Interpersonal Relationships
- Collaborative behavior and alignment to super-ordinate goals of the organizations

Methodology

This is an experiential program and highly interactive. The conceptual sharing is minimum and so also negligible sermons or exhortation. Using the Adult Learning principles participants go through Experience → Reflect → Conceptualize → Experiment

We use psychometric tools (FIRO-B, YOT, LSI, TA, etc.) games and simulations to provide each individual a deeper awareness of one's propensities and impact on others/ organizational functioning. The atmosphere of openness and non-threatening environment multiplies the moments for deeper insight. The examples used help in relating back one's professional life and often participants conclude with an action plan for improvement of organizational performance through commitment to collaborate.

Who should attend

Peer group of Managers/ Leaders representing different departments/ functions/ verticals and whose collective and seamless performance impacts significantly the organizational.

Duration

Typically, for a 2 ½ - 3 day program preferably conducted as an off-site Program, an ideal batch size is that of 20-30 members. However, depending upon the objectives this can be offered in the form a LSIP (Large Scale Interactive Process) for larger batch sizes.

In the teams which work in geographic proximity, a half-day follow up session, 4-8 weeks has proved to be an invaluable reinforcing mechanism.

About Us

Potentia aims to bring out the best in people & organizations we work for. Our offerings include OD Consulting, Leadership Development, Inner Transformation & Motivation, Capability Building and Strategic HR. Potentia collective brings together an experience of over 300 person-years. For more details visit www.potentia.in.