

Five Shares Quick Wins

... looking for opportunities for better collaboration and partnering



The top half of the model below provides a simple illustration of the behaviours that characterise each of the Think One Team **'Five Shares'** in successful team-to-team and colleague-to-colleague relationships, while the bottom half shows practices and behaviours that characterise situations where people struggle to work together effectively.

Use this model to discuss and define the **Five Shares Quick Wins** such as *'Engage early and engage often'*, or *'Do an action debrief fortnightly'*.

<p>We share a common purpose</p> <p>We show commitment to an agreed set of values</p> <p>Decisions are made by thinking: <i>'What is best for the whole?'</i></p> <p>We show respect by considering the impact of our actions on our partners</p>	<p>People feel free to speak the truth – respectfully and openly</p> <p>We give and receive useful feedback</p> <p>We deliver what we each need and expect</p> <p>We debate and make decisions based on evidence / data</p>	<p>Communication between us is open and constructive</p> <p>We follow a disciplined communication plan</p> <p>We make a concerted effort to build trust</p> <p>The alliance meetings and forums are productive</p>	<p>We regularly plan and prioritise together</p> <p>We treat each other as equal partners</p> <p>We collaborate successfully on problems and opportunities</p> <p>Our roles and expectations are clear and aligned</p>	<p>Close attention is paid to performance and results</p> <p>We debrief and share learning</p> <p>We celebrate wins</p> <p>We succeed because of great collaboration</p>
<p>share the big picture</p> <p>pursue other agendas</p>	<p>share the reality</p> <p>avoid and deny</p>	<p>share the air</p> <p>stifle communication</p>	<p>share the load</p> <p>look after your own turf</p>	<p>share the wins and losses</p> <p>play I win, you lose</p>
<p>We lack understanding of others' respective situations</p> <p>We encourage or allow conflicting agendas to thrive between us</p> <p>Opportunities are missed because of silo thinking</p> <p>We lack alignment to the big picture</p>	<p>There is a lot of 'spin' on information</p> <p>People avoid direct, honest feedback conversations</p> <p>The tough conversation / issues are usually avoided</p> <p>Reality checks are avoided</p>	<p>Alternative views get dismissed or criticised</p> <p>People or functions dominate the cross-business meetings</p> <p>There is too much 'turf protection' – information, power</p> <p>We are too guarded – which inhibits trust</p>	<p>We treat each other as competitors</p> <p>Planning and prioritising mostly happens in isolation</p> <p>Processes and systems cause friction and / or reduced effectiveness</p> <p>We have inconsistency in language and practices</p>	<p>People look to blame when things go wrong</p> <p>Disciplined and intensive debriefing rarely happens</p> <p>Process is more important than outcomes</p> <p>We are struggling because we don't share wins and losses</p>