



Rethinking Collaboration and Teamwork



A little about Roman 3

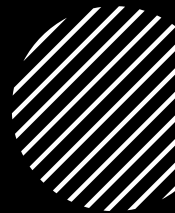
- Located in the Annapolis Valley, NS
- We work with companies across Canada and the US
- We investigate workplace cultures and create solutions and strategies to improve retention, productivity, organizational change, and the employee experience.

Let's Get Started By Calibrating Our Thinking

- We are going to take 20 minutes to dive into an activity to get you thinking and into the right head space for our talk today.



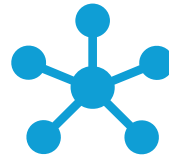
Now That We Are Thinking Critically...



As we talk about collaboration and teamwork, let's continue to:



Challenge assumptions



Adapt our understanding



Be open to the information and new ideas.



Let's Talk About Team Dynamics And Culture

- What are the biggest barriers to effective collaboration?
- What expectations are placed on us that affect how we collaborate?
- What expectations are placed on us that affect how we compete?

64% of employees state that poor collaboration is costing them at least three hours per week in productivity, with **20%** claiming they are wasting as many as six hours.

- Corel

State of Collaboration Survey (2022)


ROMAN **3** Academy

www.academy.roman3.ca

89% of employees believe that teamwork between departments and other business units is either important or very important to their overall job satisfaction.

- Statista

Importance of teamwork between departments to job satisfaction of U.S. employees (2016)

A group of four business professionals (two men and two women) are standing in a row, each holding up a white sign with a black smiley face. They are dressed in professional attire, including suits and blouses. The background is a plain, light-colored wall. The overall image has a dark, semi-transparent overlay.

Collaboration and Teamwork
build Job Satisfaction

When We Effectively Collaborate...



We feel seen and utilized



We learn from our co-workers



We feel psychologically safe



We prioritize better communication



We problem solve more effectively



We feel less isolated and less stressed



Key Stages To Effective Collaboration

#1 – Understand

- Understand yourself, your skills, your abilities, your limitations
- Understand your team, their skills, their abilities, their limitations
- Understand the expectations places on you, how is success measured? What is the environment you are working in?

#2 – Utilize

- What is the best way to use the skills that exist on our team?
- How can I play to my skills to add more to my team?
- How can we rethink what teamwork and collaboration looks like?

#3 – Develop

- Develop strategies that leverage and build on Understand and Utilize.
- Develop new expectations and metrics for success
- Develop new mindsets and methods to lead a collaborative team

Understand

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Self Awareness

- You have already done some of the heavy lifting with Sophie.
- Insight into your preferences and those of your team are big steps toward **Understand**.

Understand Expectations

- Now we need to have a clear, objective look at the expectation placed on us and the environment we are collaborating in.
- Let's take a minute to think critically about expectations placed on us as individuals and as a team.
 - What assumptions are we able to challenge?
 - What is a new perspective or angle we could view this through?



Utilize

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What Kind Of Team Are We Talking About?

A Well Rounded Team?

- A team of diverse skill sets and aptitudes
- Highly skilled areas of strength of one member makes up for weakness of another.
- One team member picks up where another leaves off
- The team members specialize to their areas of strength.

A Team of Well Rounded Individuals?

- A team of multi-skilled people who do a little of everything
 - Often team members to all parts of the job and everyone is expected to be equally skilled and adept at everything.
-

A Well Rounded Team Will Outperform

- Because of the inherent ability to play to their strength, a Well Rounded Team will require less time, effort, and energy to complete their individual tasks.
- When this type of team is strategically built to play to their strengths, this is what we refer to as a Well Rounded Strengths Based team.





Let's apply this to something a bit more interesting!



The Heist is Right!

Let's pick professional art heist team

The Story

- You have been tasked with assembling a small but mighty heist crew to steal the Mona Lisa from the Louvre.
- To pull this off successfully, you will need a minimum of a 3 person team.
- We have provided 7 possible candidates to choose from. You need to choose the team that will have the highest chance of success without hurting your cut of the profits.

A Hacker

To breach security system, get blueprints, provide gadgets and info needed.

A Thief

To enter the museum, access the painting, get out, all without being seen.

A Grifter

To infiltrate the museum, pickpocket badges, distract guards.

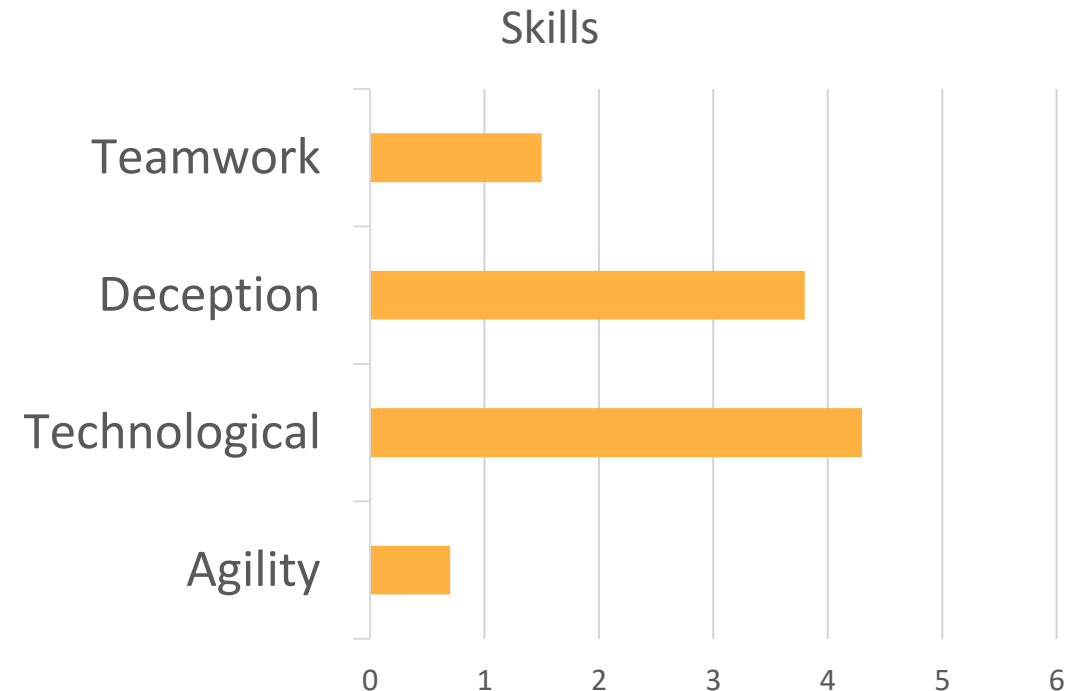
Meet the Candidates

CODENAME:

- **Mr. Emerald**

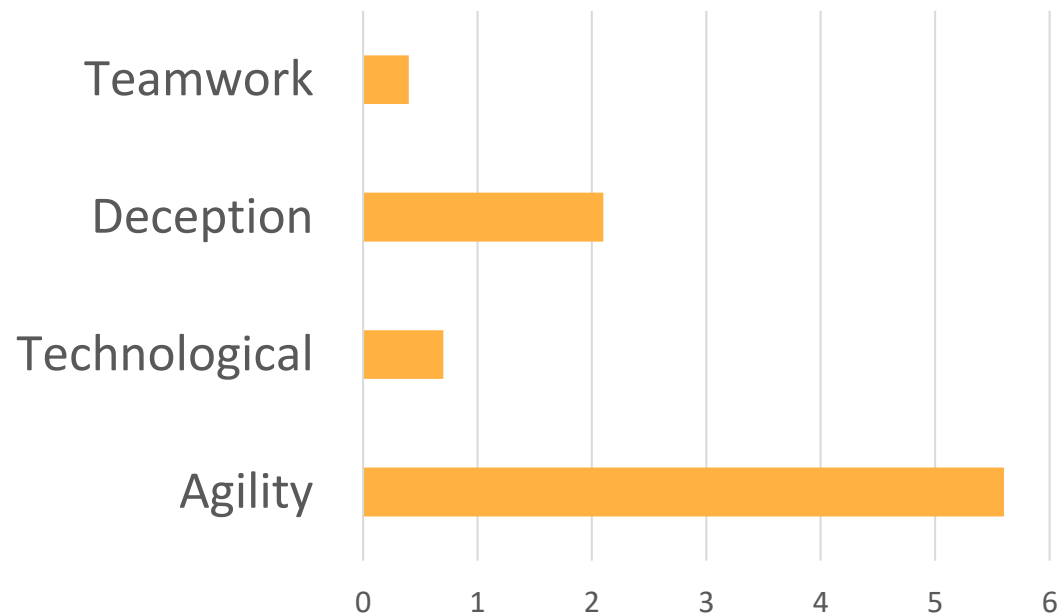
EXPERIENCE:

- **An Israeli bank robber. He set up a fictitious bank and rerouted millions of dollars from Swiss and Cayman bank accounts.**





Skills



CODENAME:

- **Ms. Crimson**

EXPERIENCE:

- **Former Russian Cat Burglar. Currently on the top of Interpol's Most Wanted List**

CODENAME:

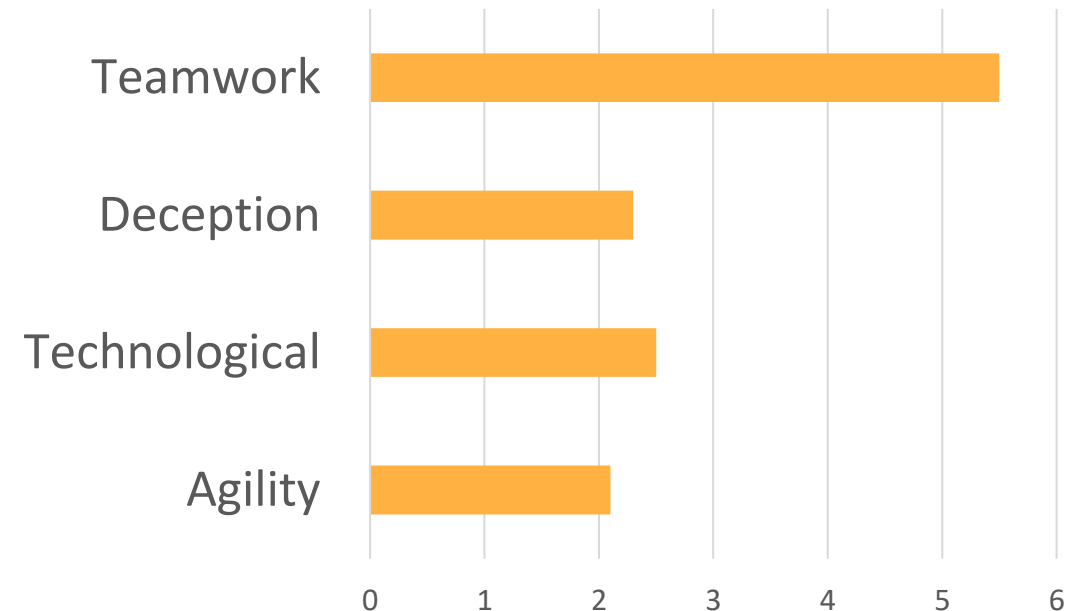
- Mr. Amber

EXPERIENCE:

- The son of Japan's most notorious thief. He has a natural ability to plan elaborate heists and keep the team working towards their common goal.

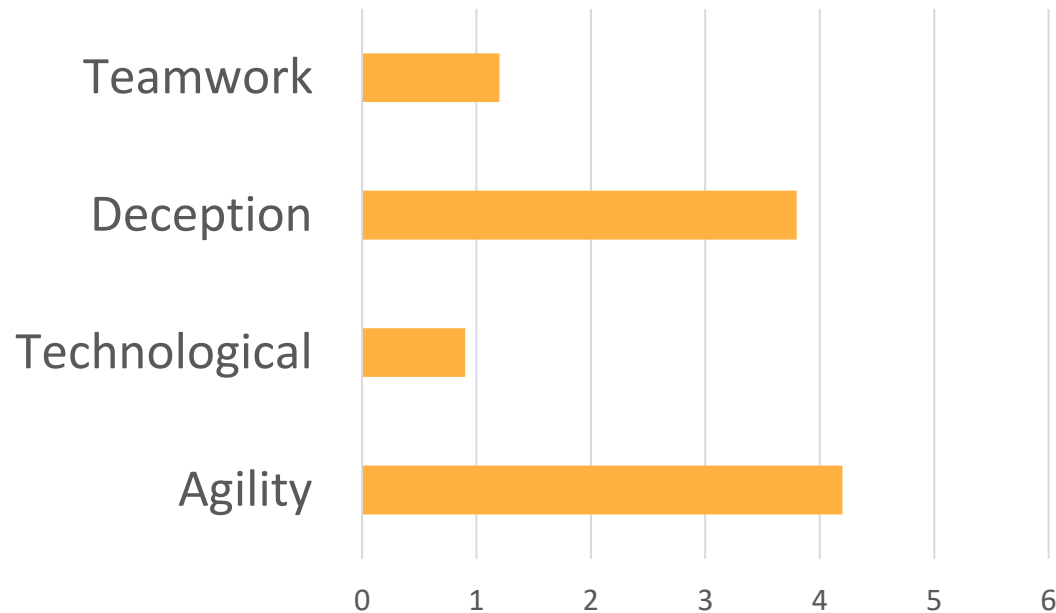


Skills





Skills



CODENAME:

- **Ms. Gold**

EXPERIENCE:

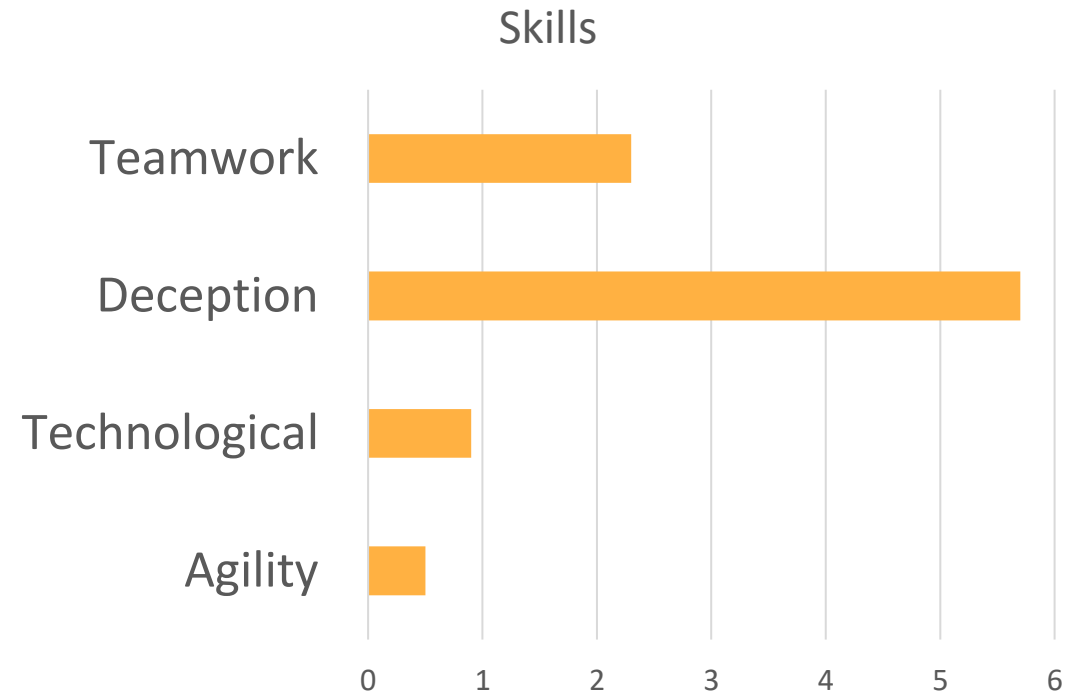
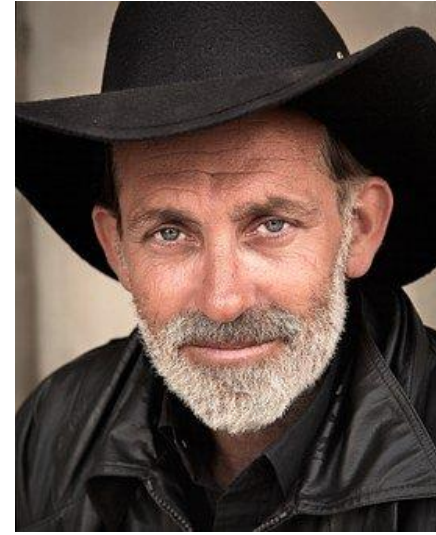
- **A Barcelona Pickpocket. Loves to rob American tourists.**

CODENAME:

- Mr. Ivory

EXPERIENCE:

A notorious Texan con man.
Once sold the Alamo to a
group of Korean Investors.



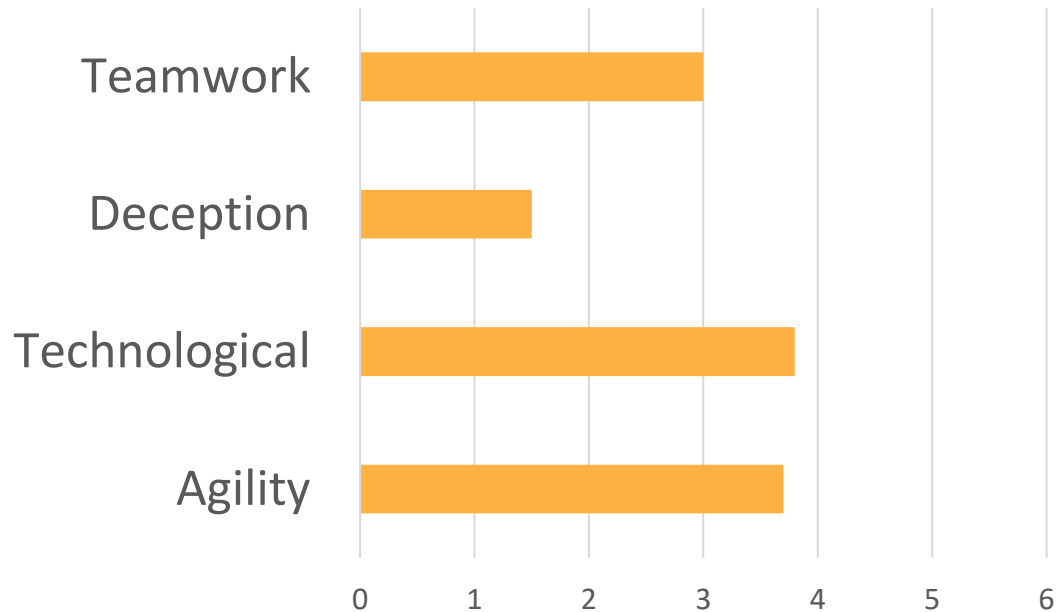


CODENAME:

- Ms. Indigo

EXPERIENCE: A Colombian corporate espionage specialist. Known for breaking in and stealing Intellectual Property from corporations and ransoms it back to them.

Skills

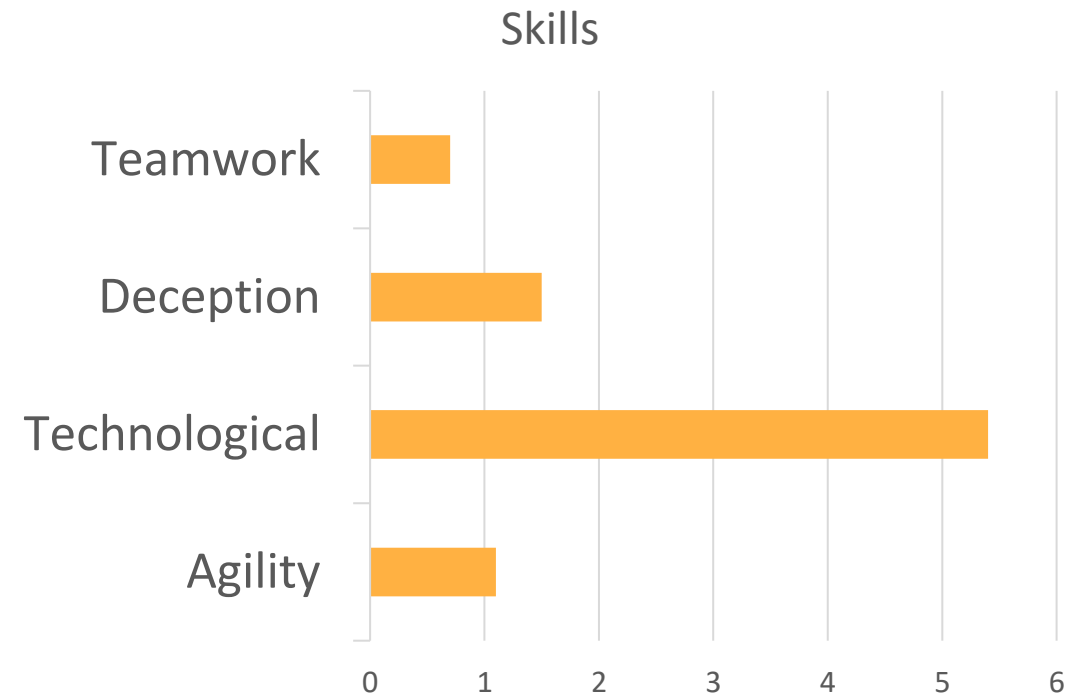


CODENAME:

- Mr. Cobalt

EXPERIENCE:

- A Canadian computer software designer by day, digital privacy hacktivist by night.



The Heist is Right!

Your team will need:

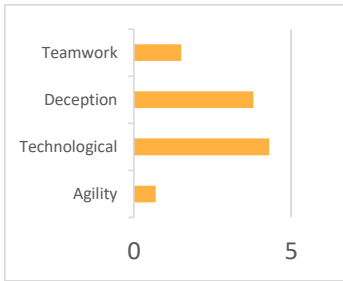
Hacker:

Thief:

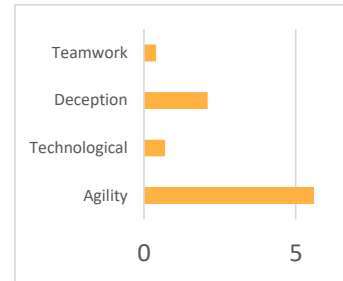
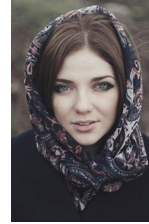
Grifter:

Other:

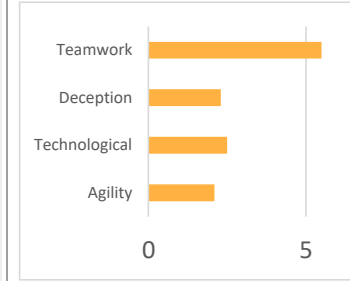
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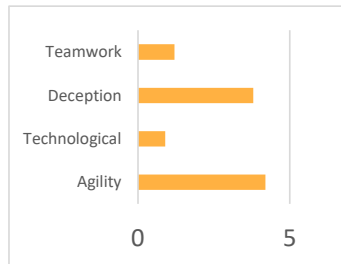
Ms. Crimson



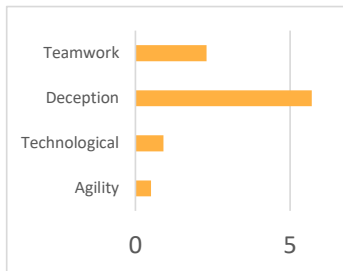
Mr. Amber



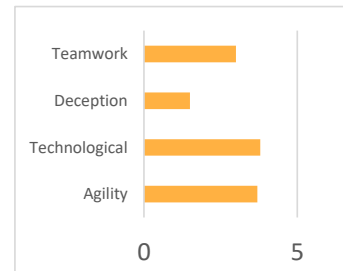
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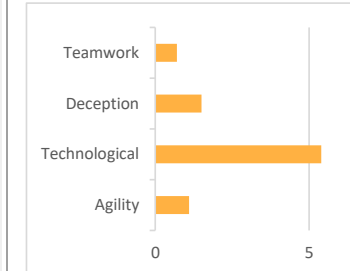
Mr. Ivory



Ms. Indigo



Mr. Cobalt



Teamwork and Collaboration

Choosing the right combination of skills for a Well Rounded team is how you can obtain peak performance.

But how does this relate to working in the corporate environment?

A group of business professionals in an office setting. In the foreground, a person's hand is pointing at a tablet displaying a document with charts and text. Other people are visible in the background, some holding coffee cups and looking at their phones. The scene is brightly lit, suggesting a modern office environment.

The 6 Roles of a Well Rounded Team

The 6 Roles

- **Finders** are hunters. They are motivated by the chase and have a knack for turning opportunities into wins.
- **Minders** are administrators. They are highly organized, direct, and always prepared.
- **Grinders** are creators. They are the doers of team; they create and prepare the products for the team to use.
- **Binders** are bridge builders. They are nature relationship managers who genuinely care about people and their feeling.
- **Pathfinders** are explorers. They look after the process and the people and focus their energy on nurturing the organization internally.
- **Spellbinders** are influencers. They are very persuasive and good at creating convincing, evidence-based arguments.



CE - Finder



- Finders are hunter.
- They seek out opportunities and facilitate sales, at all costs.
- A Finder is motivated by the chase and has a knack for turning relationships into new business.



SP - Minder



- Minders are administrators.
- They are the backbone of a team and keep everything moving and everyone on task.
- They are highly organized, direct, and always prepared.



PC - Grinder



- Grinders are creators.
- They are the doers of team; they create and prepare the products for the team to use.
- A Grinder is the executional arm of the team.



ES - Binder



- Binders are bridge builders.
- They have very good interpersonal skills and can work with many different kinds of people.
- They are nature relationship managers who genuinely care about people, their lives, and their feeling.



SC - Pathfinder



- Pathfinders are explorers.
- They look after the process and the people, while also focusing their energy on nurturing the organization internally.
- Driven, high achieving, but collaborative and team focused.



EP - Spellbinder



- Spellbinders are influencers.
- They are very persuasive and good at creating convincing, evidence-based arguments.
- They are charismatic experts and natural lectures.



The 6 Roles

- **Finders** are hunters. They are motivated by the chase and have a knack for turning opportunities into wins.
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- **Spellbinders** are influencers. They are very persuasive and good at creating convincing, evidence-based arguments.



What do these *Roles*
look like in a workplace?

The Winter of our Disc Event!

Who should plan a workplace ultimate frisbee tournament?

The Story

- You have been tasked with assembling a small but mighty committee to plan a company-wide ultimate frisbee tournament.
- To pull this off successfully, you will need a minimum of a 3 person team.
- We have provided 7 possible candidates to choose from. You need to choose the team that will have the highest chance of success without dedicating to much of the company's resources.

A Finder

Find prizes, sponsors, volunteers, get good deals.

A Minder

create the plan, make sure all the basis are covered, plan on schedule.

A Grinder

Make calls, create promo materials, book venue and vendors.

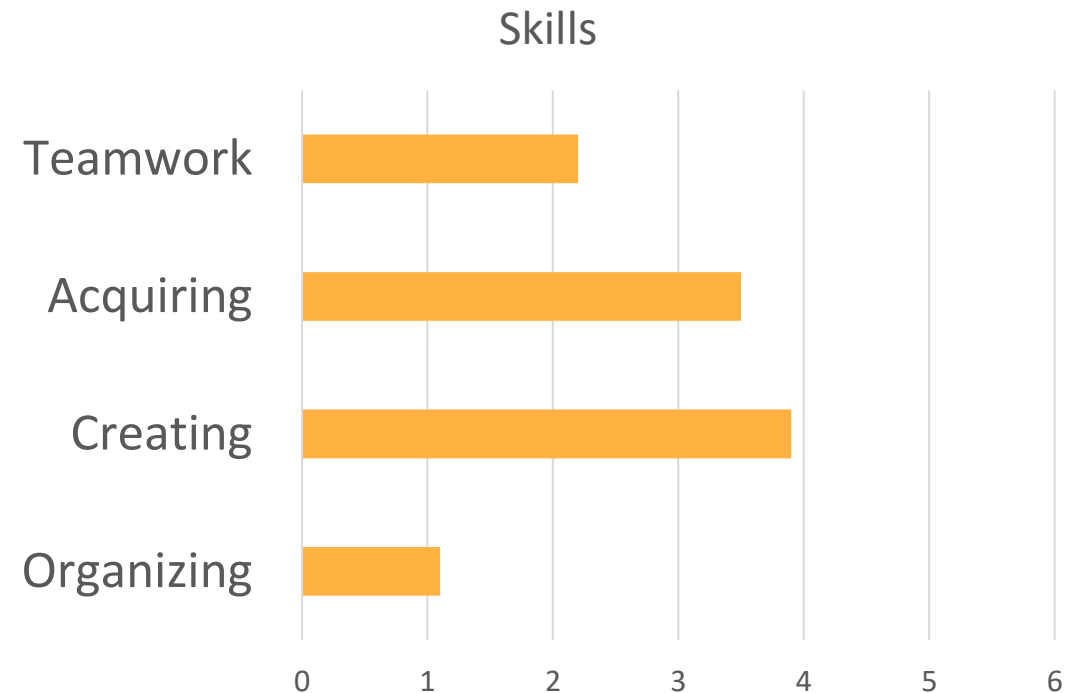
Meet the Candidates

NAME:

- Paula

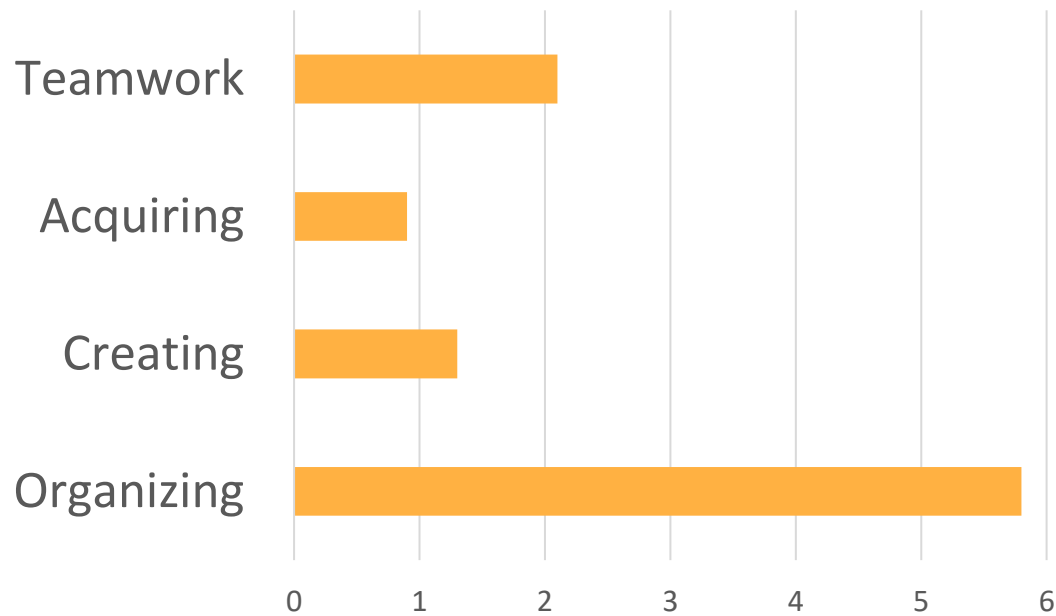
EXPERIENCE:

- **Customer Service Rep.**
Great on the phone with people and always keen to take on more work.





Skills



NAME:

- Jarod

EXPERIENCE:

- **Personal Assistant to the COO. He really organizes the person who runs the operations.**

NAME:

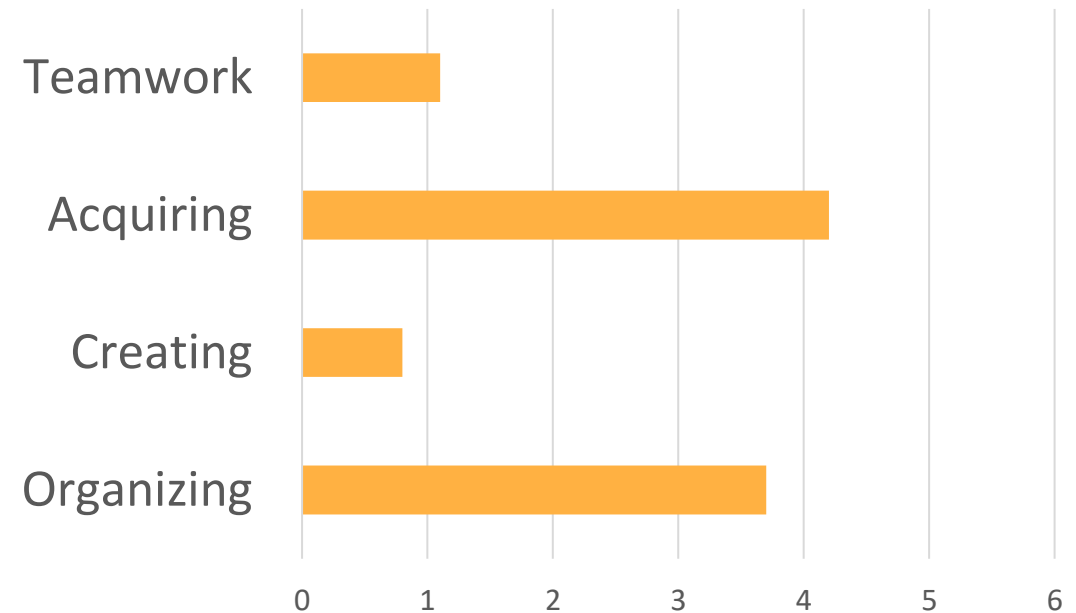
- Miranda

EXPERIENCE:

- Account Manager. She is great at getting clients to support a new product or service.



Skills





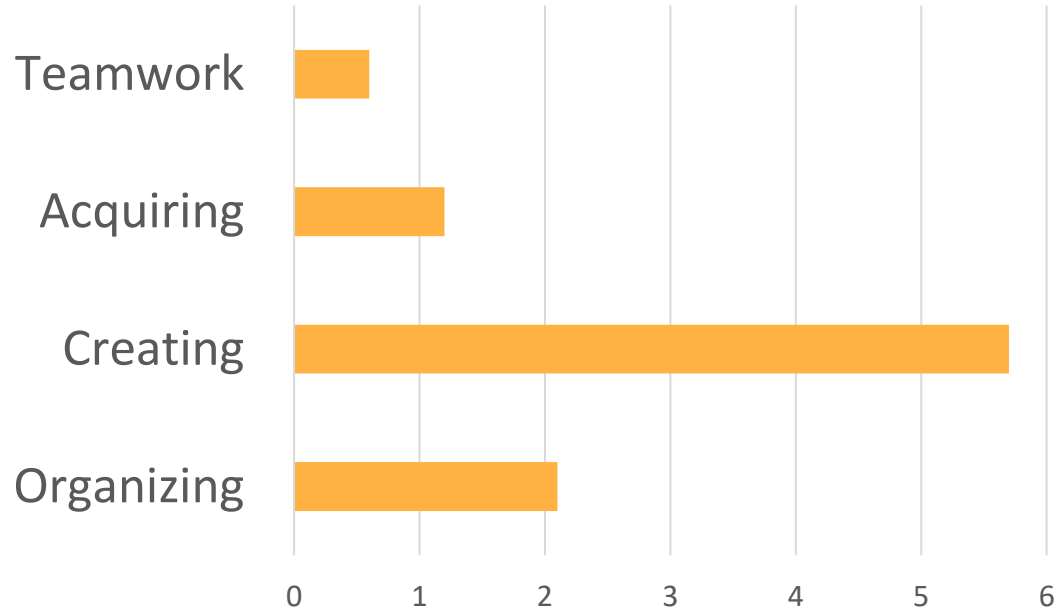
NAME:

Evan

EXPERIENCE:

- **Graphic Designer. He can design and complete amazing work in no time.**

Skills



NAME:

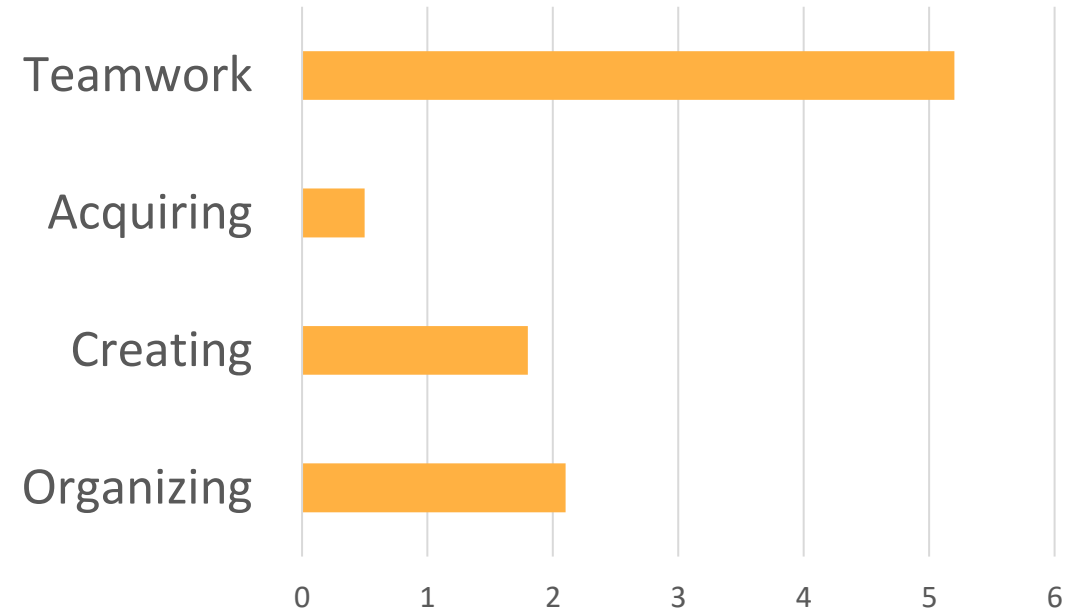
- Stephanie

EXPERIENCE:

- Human Resources Generalist. She is excellent at supporting staff and resolving conflicts.

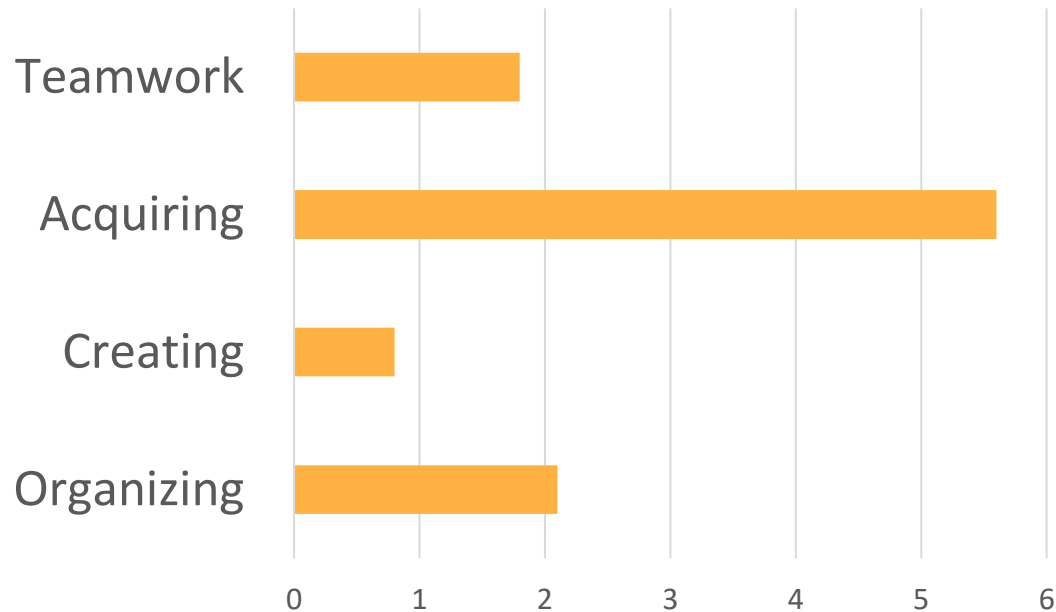


Skills





Skills



NAME:

- Jin

EXPERIENCE:

- **Purchasing Officer. He is excellent at obtaining great products at fair prices.**

NAME:

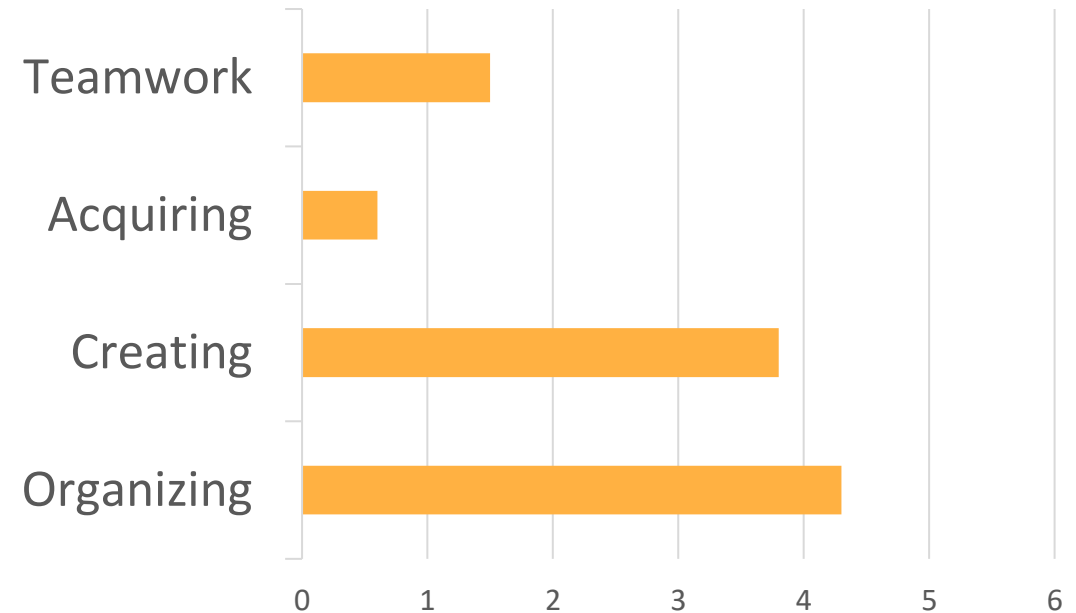
- Grace

EXPERIENCE:

- **Office Manager. She is great at keeping things running smooth and on time.**



Skills



The Winter of our Disc Event!

Your team will need:

Finder:

Minder:

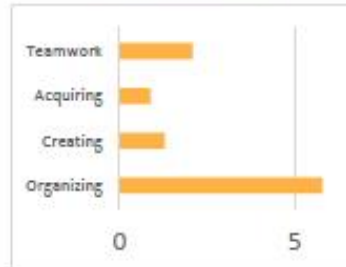
Grinder:

Other:

Paula



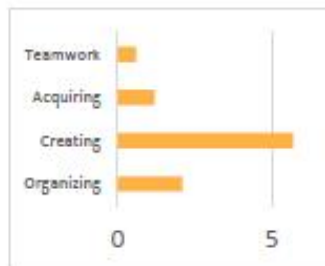
Jarod



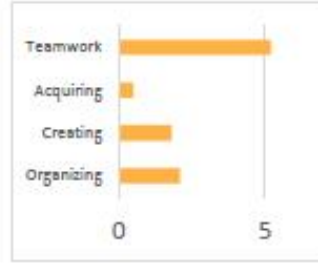
Miranda



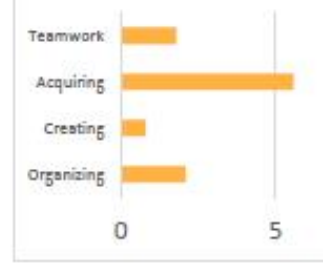
Evan



Stephanie



Jin



Grace






Develop

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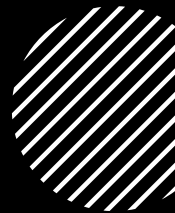


How Do We Make This Work With Our Teams?

- 
- One of the fundamental components of transformation and managing change is changing the measurements of success.
 - A Well Rounded Strengths Based team cannot be successful in an environment that still prioritizes individual accomplishments.
 - We need to develop the environment that will allow this strategy to thrive.



To Be Successful, What Needs To Change?



Measuring individual and team performance



How we assign tasks:

From a start to finish by 1 person → To a start to finish within a team



How we manage



Level of autonomy to each individual and allow for more self governing.

Where Do We Start?



In all organizations, there is always plenty of examples of a Well Rounded Strengths Based Teams naturally evolving.



Best place to start is to nurture the teams that already exist and look to encourage new ones to form.



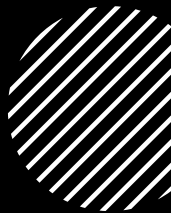
You have already taken the first step of Understand, creating some self awareness.



Let's Recap



ROMAN **3**



By Understanding, Utilizing, and Developing our people we can improve collaboration in our everyday.

A collaborative, Well Rounded Team will outperform a competitive team of Well Rounded individuals.

A Strengths Based Well Rounded Team creates more job satisfaction because people are more seen, valued, heard, and properly utilized.

The 6 Roles give us a practical and simple framework to structure a Well Rounded Team.

How Do We Change?

Information without application is potential wasted.

- You have new information, so in the time remaining what can you do tomorrow to begin applying this new learning?
 - In the team(s) you lead or support?
 - As an inter-departmental leadership team?

Remember: Brainstorming is nonbinding, we are just a group trying to apply the new information we received.



Links and Resources

