

Turning competitiveness into collaboration

How collaborative teams create opportunities for the business

The world is a different place since the times of growth we experienced during the previous ten years and to make this place workable, successful and profitable, attention needs to be on individuals working together in a way that supports the organisational aims and aspirations.

When I work with organisations to help with their team issues, one thing I often come across is political behaviour or what I call over-competitive internal behaviours. In other words, people over competing with one another and instead of fighting the opposition they are fighting each other.

This “what is best for me” rather than “what is best for the organisation” attitude works against the organisation and wastes much time with people trying to carve out their own place in some form of personal master plan.

This can sometimes occur where there is mistrust within an organisation and people then work to the lowest common denominator. Instead of progressing they concentrate on survival and because they spend so much time surviving they have no opportunity, energy or ability to start driving, growing and thriving.

“What’s often missing is trust”

As a result some organisations become disconnected places where people work in isolation and fear, running ever faster to achieve very little. What’s often missing is trust, or to put it another way:

T turning
R real
U understanding into
S success and
T transformation

The message I put across is that teams acting collaboratively can create opportunities for the business as a whole, This means that there would always be places for them individually because using creativity and innovation to develop the organisation would develop more products, more systems and opportunities.

Organisations need to explore what binds them and keeps them together; the glue that holds the tension in place. The glue is much more about how to grow these shared values and understanding so people can feel involved, recognise their part in the wider business and feel valued.

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He began his consultancy in 1997 after working within large organisations as a senior manager and trainer. He specialises in helping medium to large sized organisations in manufacturing and service industries focusing on issues with their key people and teams. He also works with individuals who are taking the next step in their career. With a proven track record Peter’s unique mix of operational improvement productivity based experiences and people based development allows him to see things from a business and personal perspective.

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