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Five ways to promote collaboration in the team

Collaboration is the buzzword across workplaces, for a good reason: it works. "In a complex world, what is needed is a combination of individual excellence and collaborative work," says Lynda Gratton, professor of management practice at London Business School and the founder of the Hot Spots Movement, dedicated to bringing energy and innovation to companies. ET suggests how you can improve collaboration at work.

1) Stress on Communication

A team's functioning can be broken by miscommunication; therefore no amount of communication is too much. "Not only does it create trust and resolve conflict, but it also helps to communicate the organisation's goals to the team, which is the team's common goal," says Jyorden Misra, MD of executive search firm Spearhead InterSearch.

2) Set the Stage

Processes need to be in place. "Even very individualistic people are likely to collaborate with each other under two circumstances. One, they see senior people working together well. Two, the task that they do makes them collaborative and so the task needs to be designed that way," says Gratton.

3) Have Clarity

Given that the size of a team today is increasing, clarity between the organisation and the team and its members is crucial, says Misra. "The role of every member of a team and the work responsibilities should be clearly defined. For this, regular reviews and planning may be necessary," he feels.

4) Encourage Innovation

One of the differentiators of great companies is the culture of innovation that is encouraged amongst teams. "Brainstorming and questioning forms one of the pillars of better accountability and commitment. This also helps to create a mindset which is not daunted by fear of failure," says Misra.

5) Embrace Strength in Diversity

A lot of work is being done these days with people in different parts of the world. "The key is to leverage every person's strength. Uniqueness should be celebrated and learning from each other encouraged," says Misra.