



# COLLABORATION IN A DIGITAL AGE NAVIGATING VIRTUAL SPACE AND DIFFERENCES

**Target Audience:** Anyone who wants to lead and contribute to a high performing team.

This workshop can be conducted as a team development exercise in intact teams to create a common language and solve problems in real time.

## WHY IS THIS CRITICAL?

“Wholeness-based collaboration” goes beyond emotional intelligence and interpersonal skills to help a team focus on the whole, contract with peers, navigate ambiguities, manage opposing interests and path-find amidst complexity. This form of collaboration enables us to solve bigger problems and innovate new possibilities faster and more effectively, because:

- Relationships replace job descriptions - the quality of the relationships determines how effectively a team goes beyond the boundaries of old job descriptions to cover the grey areas in between
- Systems focus replaces functional focus - looking out for the whole, going beyond one's functional lens to convene expertise to solve problems as a team
- Peer accountability replaces the need for using management authority - making and honouring promises to peers is a basis of commitment

## HOW IT WORKS?

In this workshop, we will focus on:

- What is wholeness, the benefits of wholeness to team performance, identifying barriers to whole thinking
- The three pathways to wholeness: Anchoring, Balancing and Clearing
- Building connection and mutual trust
- Mobius Insight Tool to resolve opposing interests
- Possibility conversation and getting clarity on shared vision
- Making requests, offers, refusals and counter-offers
- Whole meeting process as a way to take care of tasks and relationships

## OUTCOMES

In this highly engaging workshop, participants will learn to:

- Align with peers to get clear on tasks and build relationships
- Communicate their needs and working styles to deepen mutual trust
- Say ‘no’ clearly and negotiate viable alternatives
- Connect their work to the larger whole and realize the benefits of going beyond their roles and functional lens
- Manage opposing interests to find a win-win solutions
- Facilitate meetings that balance competing interests

## WHAT IS IT?

- Multiple delivery methods: face-to-face or virtual instructor-led workshops with print or digital materials
- Other formats available: Microlearning, train-the-trainer programs
- Internal workshops with flexible delivery options are available to accommodate different needs, geographies, time zones and languages

*The competitive advantage is the glue between the parts. Build a team culture that goes beyond the boundaries of job descriptions to cover the grey areas in between for greater organization effectiveness.*

## Course Fees <sup>2</sup> NON-SMEs SMEs

SC above 40	TBC	TBC
SC under 40 + PR	TBC	TBC
Non SC & PR	TBC	TBC

SC: Singapore citizens | PR: Permanent Resident

<sup>2</sup>Absentee payroll funding at 80% of hourly basic salary, capped at \$7.5/hr (non-SME) and \$4.5/hr (SMEs)

*“Wendy addressed our employees live in Singapore and virtually in our Asia Pacific offices on the topic “Wholeness: Balance for Better”. This topic was important and very relevant to us. Wendy led an engaging session, showing us how we can all achieve both in the work and personal spheres, providing practical ideas that we could take away and apply using her ABC framework towards wholeness.”*

Katie Smith, Talent, Culture & Engagement  
Director, Asia Pacific, Experian

## Public Course Dates

2021: TBC



**Register at:** [bit.ly/FLAMECDARegForm](https://bit.ly/FLAMECDARegForm)

