# Uncommon Collaboration

What Great Teams Give Each Other

mark s kenny

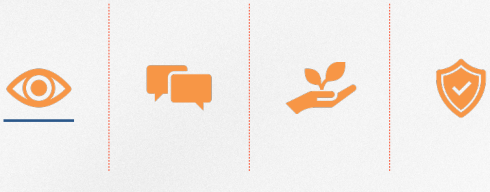
1



We get so focused on
what we're not getting from others
that we miss what others need from us

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Uncommon
Presence
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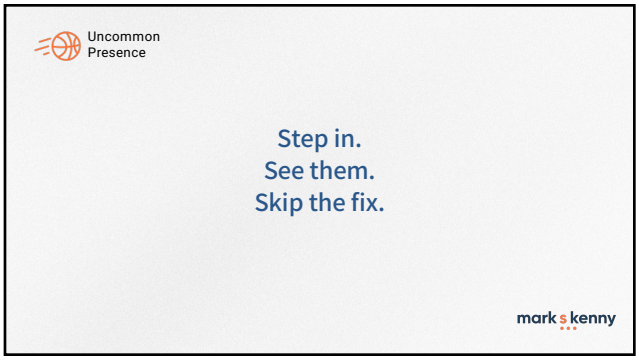
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Uncommon
Presence
Stepping into someone else's
world without trying to
fix, argue, or convince
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Uncommon
Presence in Action
mark s kenny

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Uncommon
Presence
Step in.
See them.
Skip the fix.
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Uncommon
Presence
BUILD RELATIONSHIPS BEFORE YOU NEED THEM
Make time to get to know fellow county officials.
Get to know them as people, not just their positions.
Understand their priorities, challenges, and pressures.
Build relationships beyond your county line.
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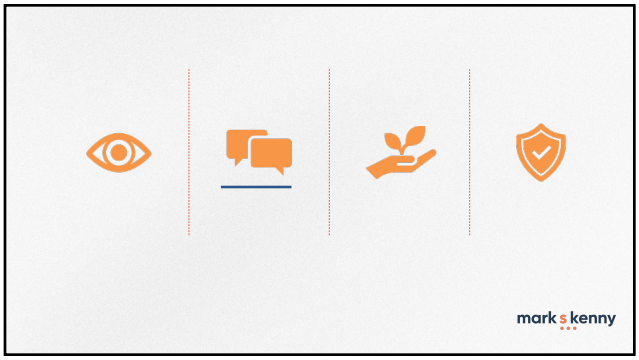
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Uncommon Presence

"What's that been like for you?"

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Uncommon Truth

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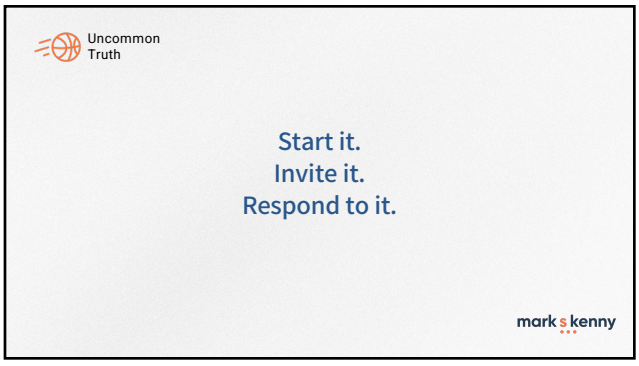
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Uncommon
Truth in Action
mark s kenny

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Uncommon
Truth
Start it.
Invite it.
Respond to it.
mark s kenny

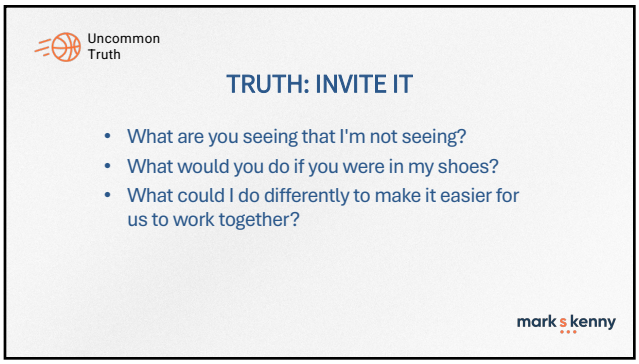
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Uncommon
Truth
TRUTH: START IT
• Have conversations early. Don't wait until you need someone's support.
• Talk directly to people, not about them.
• Be forthright about your priorities and what you're trying to accomplish.
• Admit when you don't know.
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Uncommon
Truth
Start it.
Invite it.
Respond to it.
mark s kenny

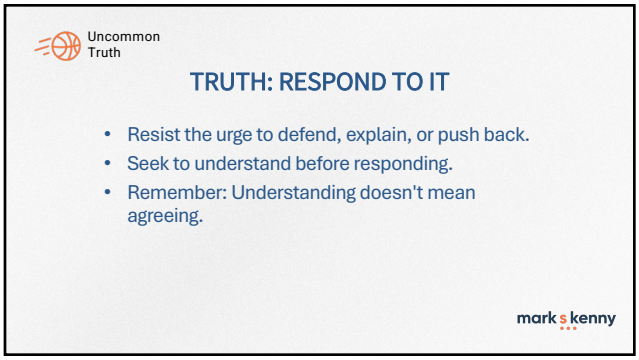
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Uncommon
Truth
TRUTH: INVITE IT
• What are you seeing that I'm not seeing?
• What would you do if you were in my shoes?
• What could I do differently to make it easier for us to work together?
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Uncommon Truth
Start it.
Invite it.
Respond to it.
mark s kenny

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Uncommon Truth
TRUTH: RESPOND TO IT
• Resist the urge to defend, explain, or push back.
• Seek to understand before responding.
• Remember: Understanding doesn't mean agreeing.
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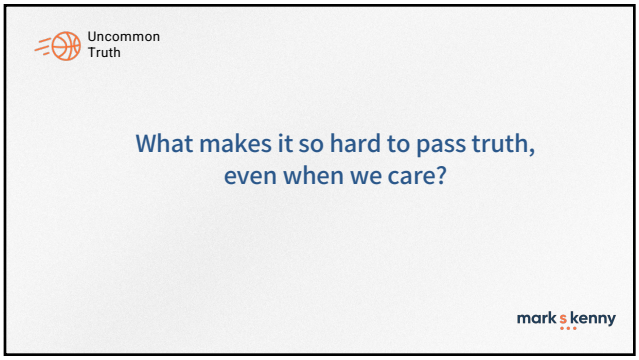
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Uncommon Truth
"Hmmm, that's interesting. Tell me more."
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Uncommon
Truth
Start it.
Invite it.
Respond to it.
mark s kenny

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Uncommon
Truth
What makes it so hard to pass truth,
even when we care?
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Uncommon
Truth
Start it.
Invite it.
Respond to it.
mark s kenny

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**Uncommon Presence**  **Uncommon Truth**

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## Merge Agendas


Truth

**1. State Your Agenda**

What am I trying to accomplish and why?


Presence

**2. Discover Their Agenda**

What are they trying to accomplish and why?


Collaboration

**3. Merge Agendas**

What can we accomplish together?

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## Merge Agendas

**1. State Your Agenda**

Truth

What am I trying to accomplish, and why?

**2. Discover Their Agenda**

Presence

How does this impact you?

What is most important to you?

What concerns or questions does this raise for you?

**3. Merge Agendas**

Collaboration

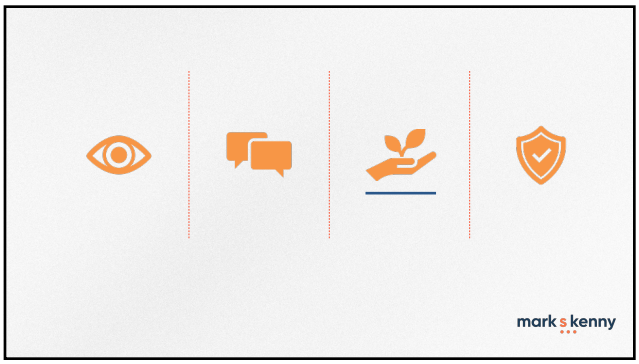
What would it look like if…?

How might we work together to…?

What's a next step we could both support?

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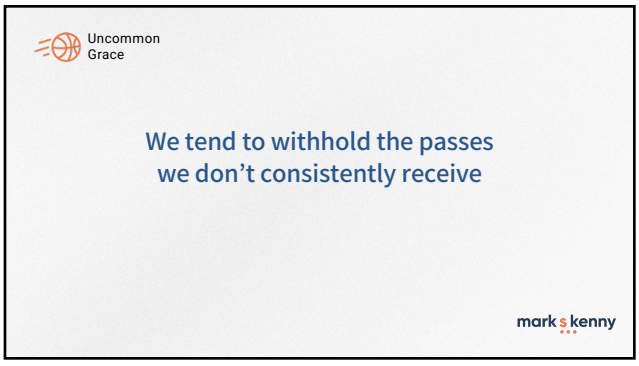
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Uncommon
Grace
We tend to withhold the passes
we don't consistently receive
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Uncommon
Grace
mark s kenny

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Uncommon
Grace
Keeping the past
from running the future
mark s kenny

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Uncommon
Grace
mark s kenny

33


Uncommon
Grace in Action
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Uncommon
Grace
GRACE: DEAL WITH IT AND
MOVE FORWARD.
• Address what happened. Have the conversation.
• Don't keep making them pay for it.
• Don't let one disagreement define the relationship.
• Give each other the opportunity to move forward.
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Uncommon
Grace
"We've dealt with it. Let's move forward."
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Uncommon
Grace
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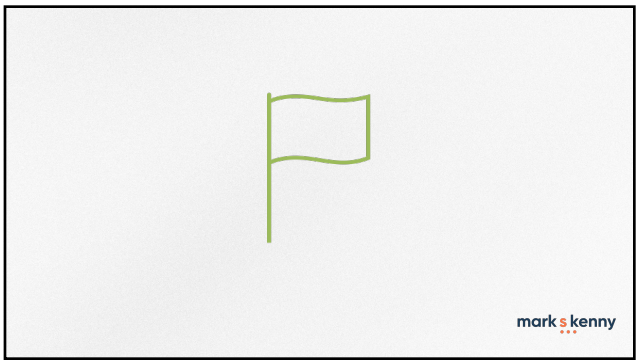
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Uncommon
Belief
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Uncommon Belief

Behaving in ways that help people believe in themselves again

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Uncommon Belief

BELIEF: HELP OTHERS STEP FORWARD.

- **Recognize the strengths** others bring.
- **Tell people specifically** what you see.
- **Ask for their input** and value their contributions.
- **Look for ways** to support their success.

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Uncommon Belief

"I don't know if you see this in yourself, but I see _____ in you."

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## Uncommon Collaboration

What Great Teams Give Each Other

**Uncommon Presence**
Stepping into someone else's world without trying to fix, argue, or convince.

**Uncommon Truth**
Saying what's real and inviting others to do the same.

**Uncommon Grace**
Keeping the past from running the future.

**Uncommon Belief**
Behaving in ways that help people believe in themselves again.

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UNCOMMON

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Uncommon Collaboration
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