

Collaboration Culture Maturity Model

The purpose of this maturity model is to enable small groups to identify their currently prevalent attitudes and approaches to collaboration, then to agree what they would like them to be in the future, and to set plans in place to bring about that change.

Level:	1. Self-interested	2. Siloed	3. Mobilised	4. Engaged	5. Responsible	
Assembly	Preparation and punctuality	Sorry, the last meeting overran. What's this one?	Just made it. Was there any pre-reading I should do?	I will refresh myself on the notes I made for this	I'm all prepared with time to refocus on what's ahead!	I am prepared, early & using silent time to 'centre' myself
	Primary concern at arrival	How will this impact on me and my work?	What will this mean for our team and our work?	How can I better support the wider business?	How can I best serve the potential of this meeting?	What version of me will I use to maximise value-add?
	Meeting environment	Facilities adversely affect people's mood/attitudes	Largely okay, but inconveniences some of what we need	Enables 'moving around' and easy use of most tools	Enables full participation using multiple channels/levels	Actively contributes to success like another team member
Alignment	Clarity of purpose/intent	Collaboration often lacks an objective or agenda.	Objectives tend to lack clearly defined deliverables	Objectives define a tangible outcome, but may be static	Defined outcomes are specific to context & evolving needs	Objectives & agenda are always agreed in advance
	Alignment with purpose	I am unclear of the value of the meetings I attend	I am unsure of the value of my attending some meetings	The value-add from my participation is very clear to me	Each meeting furthers both my goals and the business	Every meeting is an exciting means to progress our vision
	Care and service to others	Charity begins (& ends) at home. Look after #1	Look after your mates and they will look after you	Success requires that we pull together across teams	Our role is to serve a better future for our stakeholders	Our role is to serve a better future for humanity
Activity	Where collaboration takes place	Exclusively via meetings (including 1:1s) & emails	Shared files etc. may be used for off-line preparation	Social media fora are often used to support debate	Collaboration utilises a wide range of web-based tools	More collaboration is done off-line than via meetings
	Paradigm of meetings	Almost exclusively presentation & debate	Largely sedentary but with basic tools like brainstorming	Includes some tools which use 'wall space' & moving around	Frequent use of range of best-practice tools & syndicates	Best-practice meeting tools utilised for all meetings
	Creative participation	Views & ideas dominated by vociferous sub-set	Quieter views/ideas included via 'going round the table'	Multi-participation techniques ensure creative input from all	Participation & creative input balanced across all attendees	Meetings are exciting, vibrant and inspiring for all
Attention	Valuing diversity and justice	I have rights and my ideas must be respected	We should listen to all voices - IF they make sense to us	We should strive to include & make sense of all voices	We grow from seeking and being open with diversity	I am a steward of ensuring value from diversity
	Attending to others	They are wrong - there is little point in listening	I'm listening for a gap or a flaw so that I can argue my point	I am trying to reconcile your logic with my own	I want to be able to see things through your eyes	I want to really understand what is on your heart & why
	Managing inner condition (IC)	I am who I am. Period.	If I stop & think about my IC, I can tell if I'm 'closed'	I periodically check my IC & get back to 'open'	I sense my IC all the time, but keeping 'open' is still tough	I have learned how to stay 'open' in all circumstances
Actions	Ability, confidence, courage	Success lies in keeping your head down	We have to play our part if responsibility lies with us	We have to stand up to be counted if success requires	We learn & grow when we step out of our comfort zones	The richness of life lies in moving beyond ourselves
	Spheres of responsibility	I try to avoid any goals or targets for myself	We set goals where we can control the result ourselves	We set goals where we can rely on others to deliver	Goals are our means to draw partners to innovate with us	Goals are our way to dream and deliver the impossible
	Courage & commitment	I try my best to avoid all actions from meetings	I take actions & complete them if I can find the time	I take actions & plan them into my schedule/calendar	I commit to, & would bet on, the delivery of all my actions	I take professional pride in ensuring delivery of actions
Assessment	Attitude to feedback	Feedback is largely ill-informed judgement	Feedback can be useful in well-chosen circumstances	Feedback is valuable insight into the impact we have on others	Feedback is key to developing my service and influence	Where practical, feedback should be part of everything
	Meeting assessment	We do not assess meeting effectiveness	We capture feedback on some meetings	We track meeting effectiveness using trend graphs	We analyse trends to improve meeting effectiveness	Everyone takes systematic responsibility for meetings
	Attitude to risk and agility	We do not make errors in our area	We rarely make errors & if we do its rarely our fault	Making errors is inevitable and we learn from them	We have a positive approach to errors and experimenting	We celebrate errors as a sign of our agile approach