

Collaboration Community of Practice

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Collaboration between public sector agencies – Some dynamics

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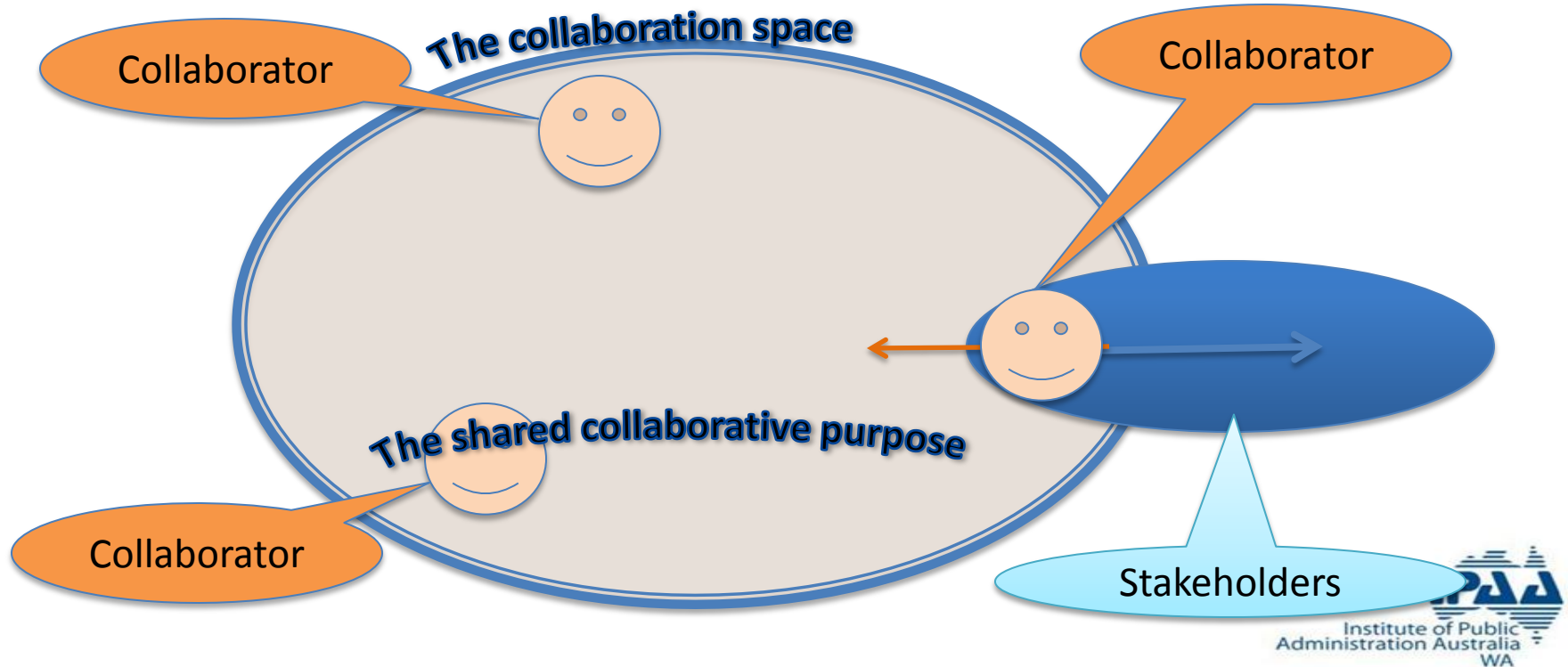
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www.wa.ipaa.org.au



Roles in collaboration



Think Like an Egg

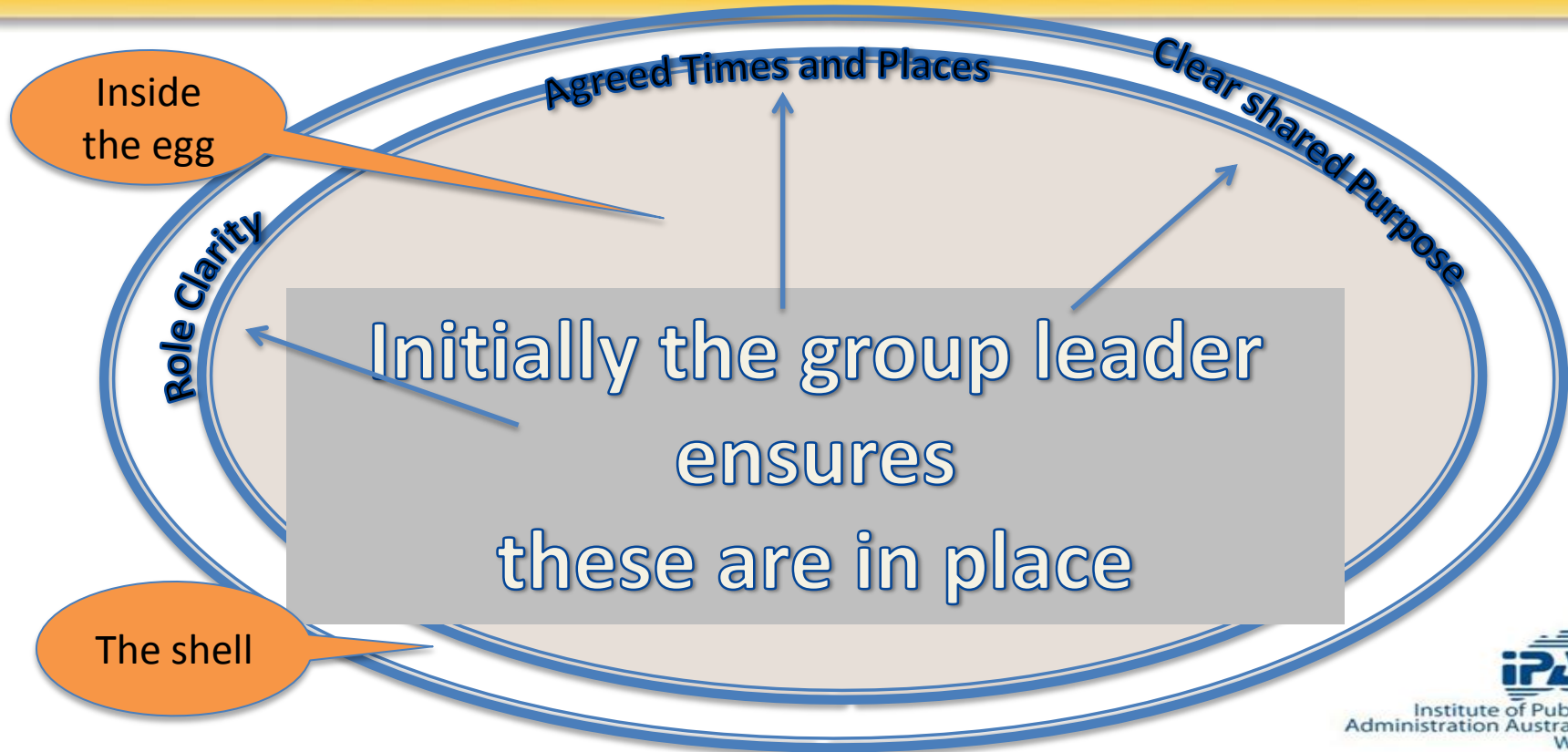
A single brown egg is centered in the frame, casting a soft shadow to its left. The egg's surface is smooth with a natural, slightly mottled brown texture. Overlaid on the egg is the text 'The Collaboration Space' in a large, white, sans-serif font with a thin blue outline. Above the egg, the text 'Think Like an Egg' is written in a smaller, dark blue, sans-serif font. The background is a plain, light-colored surface.

**The Collaboration
Space**

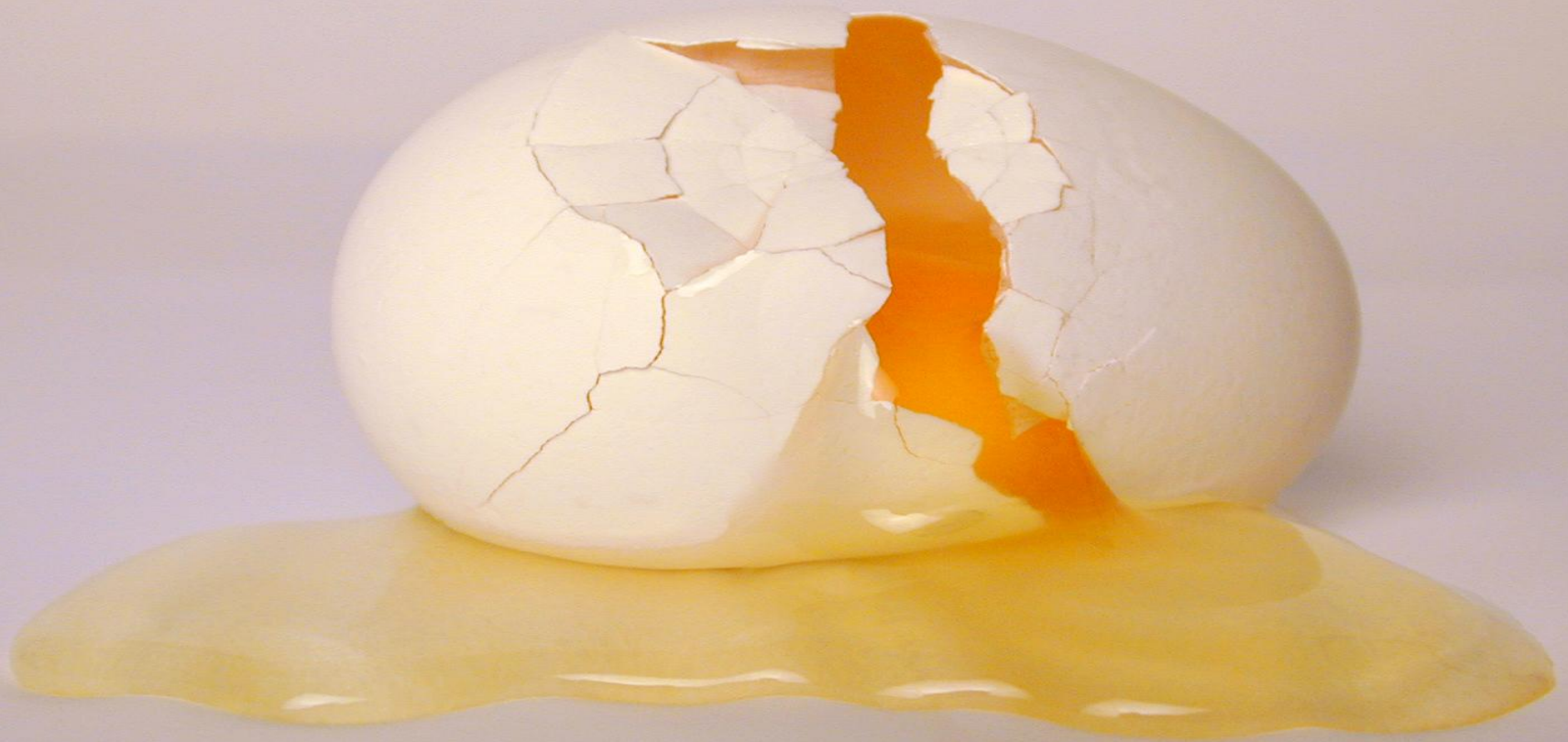
Themes

- Linking and Containment – The structure of the egg
- The Thinking Space – Inside the egg
- A final caution

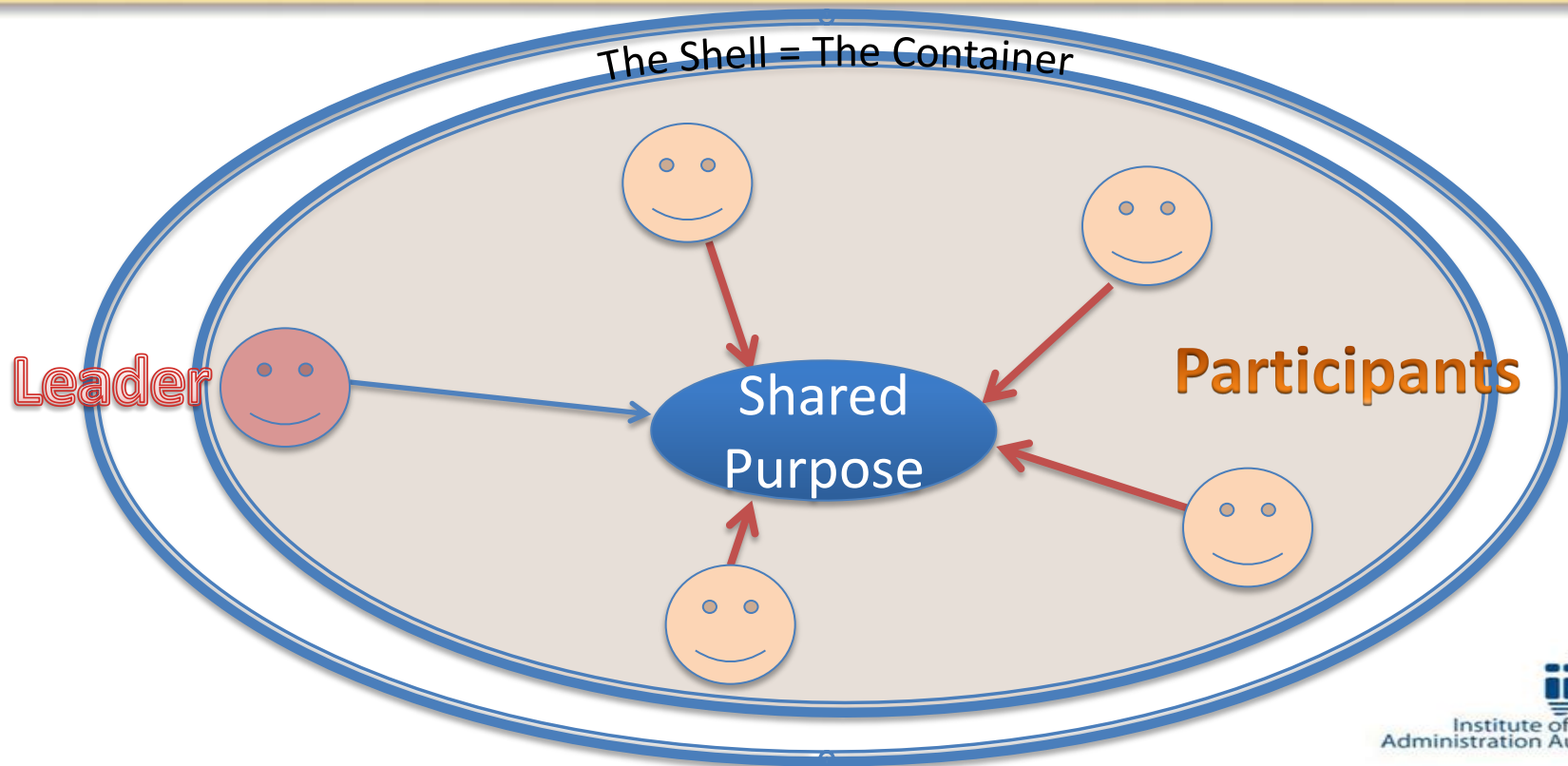
Containment – the Egg Shell



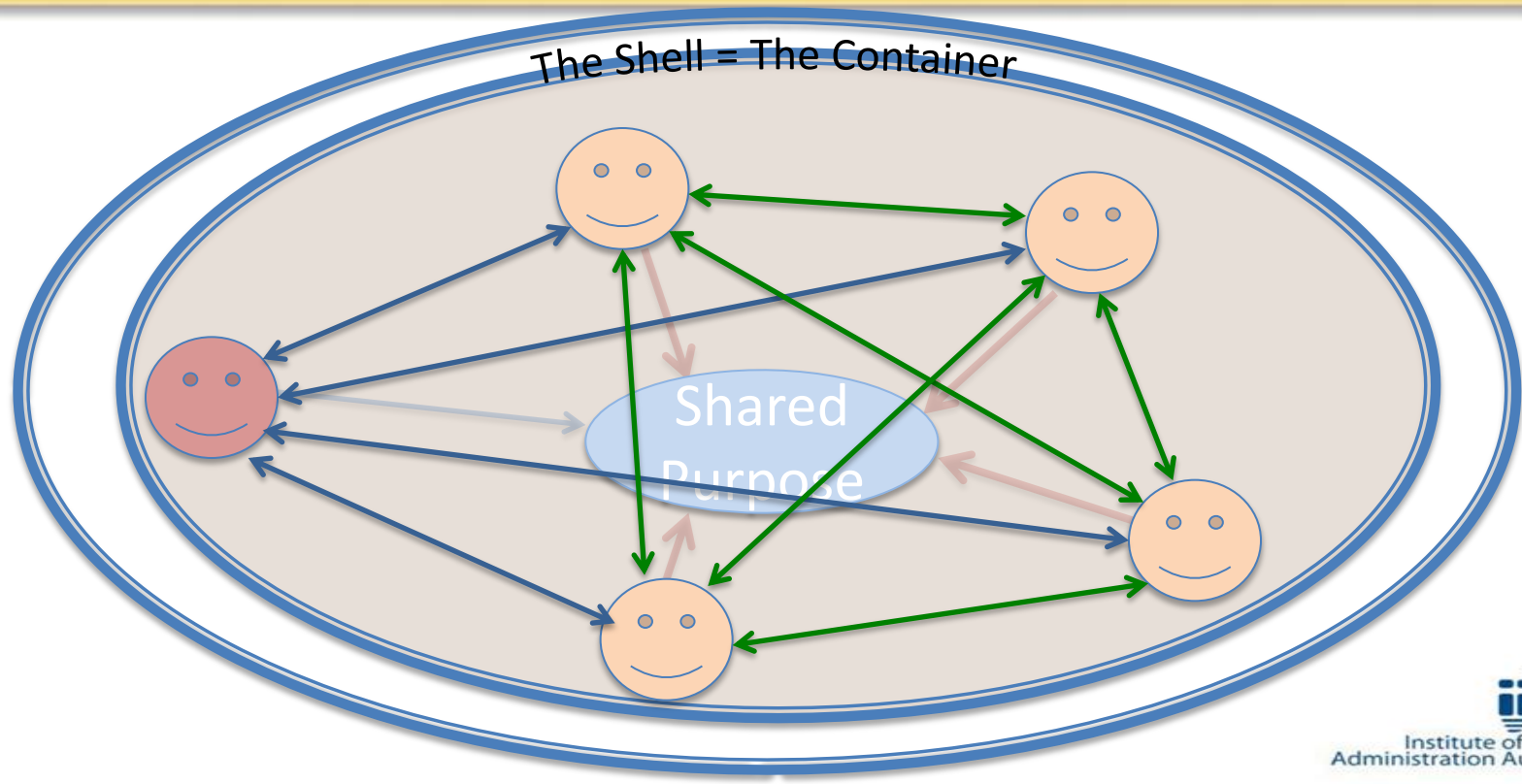
At the start, the collaboration space is fragile



Linking– Links with Purpose

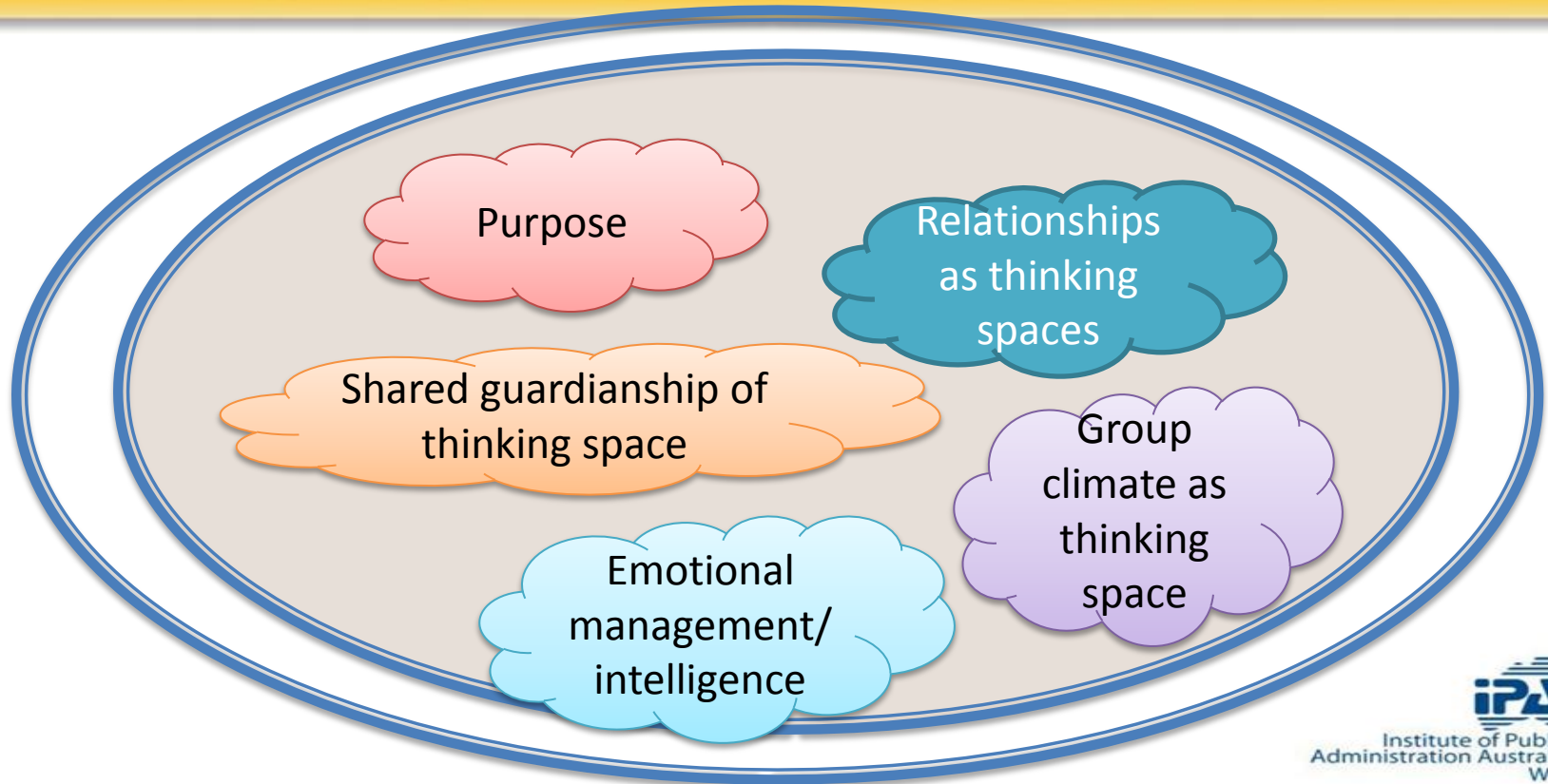


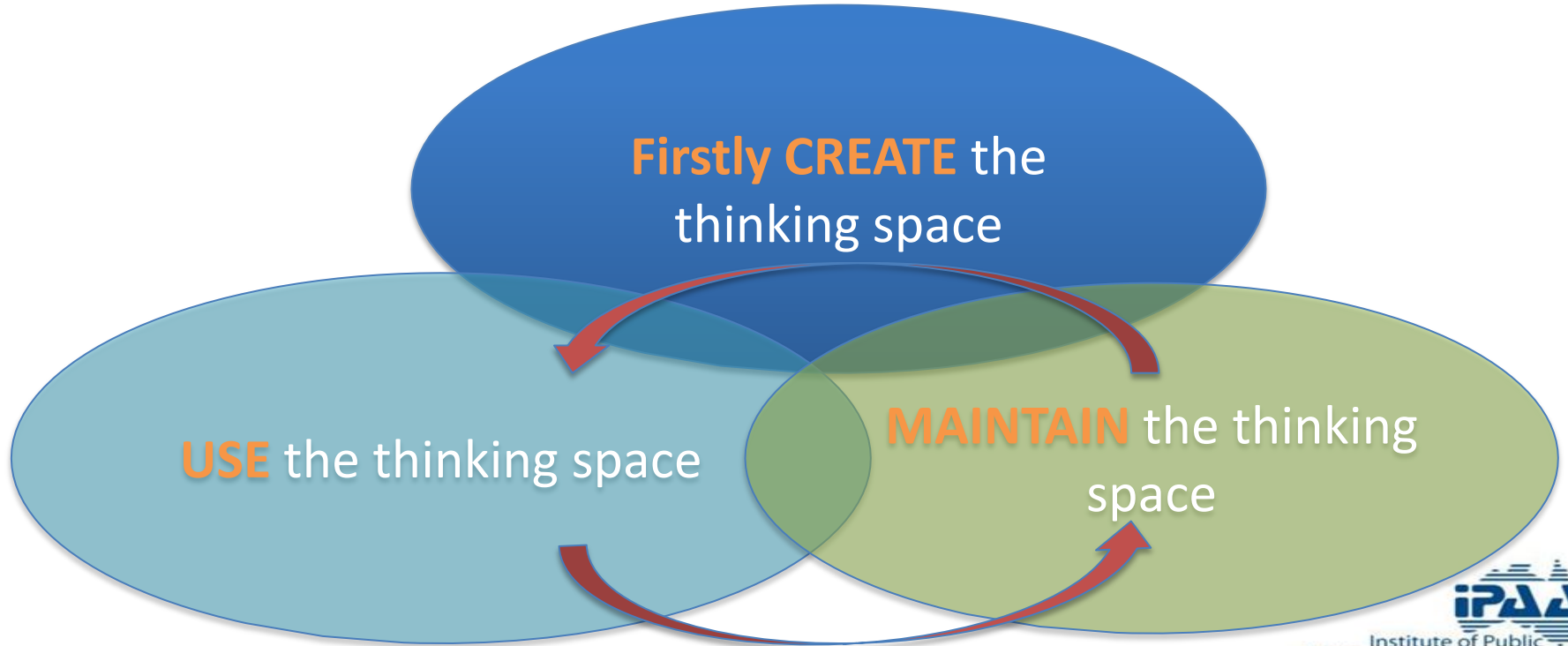
Linking– Links between people





Elements of The Thinking Space





Summary

- Collaborators need to balance advocacy with pursuit of a shared goal
- Collaborative groups need a 'container' in order to work successfully together
- Linking and containment provide the basis for a thinking space
- A thinking space enables the knowledge and intelligence of those present to be harnessed
- Thinking spaces need to be grown, utilized and looked after

But Collaboration requires the joining of thinking spaces



References

- Source material for “Linking, containment and affiliative attachment”: Chapter 9 of “Group Action: The dynamics of groups in therapeutic, educational and corporate settings: Author T. Martin Ringer: Published 2002 by Jessica Kingsley, London.
- Source material for “Thinking spaces”: Ringer, T. M. (2007). "Leadership for collective thinking in the work place." *Team Performance Management* 13(3/4): 130-144.

Other relevant references:

- Ken Eislod: “What we don’t know we know...” (2010) Free Press, New York.
- Lionel Stapley: “Individuals, groups, and organizations beneath the surface”: (2006), Karnac Books, London.
- Other references on request: martinringer@groupinstitute.com

Clarity of Purpose – The Shell

- A team is not a team until it has a shared purpose
- Purpose is assumed until articulated
- Often, participants start by assuming a different purpose
- Hence, collaborating to build a shared understanding of purpose aids focus and cohesion

Enhanced Goal Achievement

- Agencies exist as separate entities expressly because they have different goals
- The collaboration space exists either when there is overlap in sub-goals between agencies or...
- Resource sharing enables better pursuit of separate goals – i.e. mutual gain