

## Collaboration Scorecard

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Our Collaboration Scorecardtm aims to find the qualities people access when dealing with change, leadership and collaboration. It provides a picture of the underlying values and world views people base their actions on. How people filter and interpret what happens around them influences the choices they make and define the qualities they show in dealing with their reality. Let us provide an example for each. On change. Are you someone who sees change as the only constant, or is change a re-interpretation of existing principles and is history only repeating itself? In the first case you are a Catalyst and as such no stranger to adapting to new situations and helping others to deal with the change, in the second you are a Designer who adapts existing structures based on proven methodologies to effectively deal with what is going on. On leadership. Are you more about the freedom needed to deal with what is going on outside your organization or are you more about the control needed to manage the risk to your organization of outside actions? In the first case you are an Innovator who deals with what is going on in a flexible and dynamic manner and provide your organization the agility to deal with your surroundings. In the second case you are a Coordinator who makes sure risk management is in place so the Innovator doesn't promise more than your organization can handle. On collaboration. Are you someone who fights to reach goals based on your own conviction, or are you someone who observes what is going on and provides objective feedback to whomever wants to hear? The first is a Warrior and worth his weight in gold for the team that shares his convictions; he will literally fight to the death for this team. The second is an Observer and worth his weight in gold to the team who wants to have a clear picture of the consequences of their actions; shouldn't every team want to have this? We use our Scorecard to form teams that match the context they have to operate in. For a business development team that means a different mix than for a sales team or for a business process design team, etc.. Through our Scorecard, collaboration and innovation workshops and processes, we aim to provide a diverse group of people the freedom and responsibility to get to know each other in a way that facilitates each individual to work in his strength. Together they have fun coming up with new ways of thinking, new approaches and new models of interaction by recombining their individual qualities, experience and knowledge. Our approach is used to design new products, new services, new business models, new control mechanisms, et cetera.