[i.o.h]
ORGANISATIONSUTVECKLING

COLLABORATION ACROSS ORGANIZATIONAL BOUNDARIES

"LEARNING FROM A COMPLEX BEHAVIOURAL SIMULATION"

Collaboration refers to the processes where individuals from different organizations, departments, or disciplines come together to explore joint goals and add value to each other. They need to deal with a diversity of interests, identities and perspectives.

It is a critical competence in public-private partnerships, alliances, networks, and interdisciplinary projects. However, collaboration in the absence of hierarchy poses challenges due to relational dynamics such as distrust, power play, and conflict.

Target group
[i.o.h] organizes this workshop on collaboration for managers, directors, project managers, and consultants in the Swedish public and private sectors.

Methodology
Behavioural simulation, experiential learning, joint reflection, conceptual input.

Content
The simulation offers insights into collaborative processes through experiential learning. It is based on a real and complex multiparty issue. Seven interest groups are involved, and events unfold in real-time. Participants have the freedom to collaborate, compete, or remain independent, shaping the unfolding processes themselves. The simulation spans slightly more than one day, followed by a second day dedicated to reviewing dynamics. During this phase, observations, concepts, and relevant theoretical perspectives are introduced to deepen understanding and explore alternative behaviours.

Learning objectives
- Gain insight into and experience relational dynamics across boundaries, including stereotyping, power play, win-lose behaviour, trust development, conflict avoidance, and working with double loyalties.
- Develop a deeper understanding of collaborative leadership, including leading without positional power.
- Explore ways to intervene in the relational dynamics so as to enhance collaborative success.

Duration
Two days, physically on site. A one-day follow-up session for deeper cognitive insights and reflection on participants' own organizational cases is optional.

This workshop is carried out by [i.o.h]'s consultant Sandra Schruijer. Spoken language is English.

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