



Collaboration and Authenticity

A different type of conversation

teamwork

teamwork

The Symptoms

- Projects are “stuck” –progress and results are suboptimal
- Strategy and intentions are fuzzy or non-existent – desired outcome is no longer visible to all involved
- Leaders are burning out
- Teams and individuals are not at peak performance levels
- Morale, trust, respect, accountability and transparency have room for improvement

The Sensation

Great stuff going in: Passion, Values, Intentions,
Dreams and Desired Outcomes



But sometimes it feels like
something is grinding it all up.

Key Assessment Points

- Strategy – possibilities and desired outcomes
- Execution – translation of strategy to tactical execution with measurable outcomes
- Structural tension – tension of current versus desired results
- Leadership – strengths, capabilities and intentions
- Assets – Technology, knowledge, strengths, skills and capabilities
- Authenticity – team and individual core values
- Congruence – vision, mission, purpose, strategy and tactics
- Passion – an insatiable desire for success at all levels

The Conversation

- Strategic – engaging dialog around desired result
- Tactical – converting strategy into measurable outcomes
- Assets – understanding and describing available resources using non-subjective, strengths-focused descriptors
- Expression – visually representing strategy and tactics
- Collaborative – ego-less conversation focused on contribution and solution
- Complete Buy-in – 100% participation in solution

The Process

- Vision, mission and purpose assessment
- Strategy and execution assessment
- Strengths Assessment
 - Leaders
 - Team / Individual
- Technology assessment (if applicable)
- External factor assessment
- Current project result assessment
- Definition of desired model
- Breaking the tension – strategically moving to the desired model

The Experience

- Ego-less
- Passionate
- Focused
- Measurable
- Inclusive
- Collaborative
- Engaged
- Objective
- Transparent
- Strengths-focused

The Result

- Focused, communicable strategy
- Empowered leadership
- Enhanced
 - Productivity and morale
 - Trust and respect
 - Authenticity – embracing core values and competencies
 - Transparency, accountability and responsibility
- Measurable outcomes on an individual and project level
- Collaborative, ego-less environment passionate about success

The Team

- Broad expertise in Fortune 50/100 companies and Not-For-Profits, with global experience in:
 - Strategy definition
 - Tactical execution
 - Technology – architecture and deployment
 - Business process
 - Inter / intra team communication enhancement
 - Leadership incubation and empowerment
 - Team assembly / retooling
 - Vision, mission and purpose definition – corporate / personal
 - Human capital optimization – helping human resources to achieve maximum personal potential

The Next Step

Contact Harry Tucker at
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information on our innovative processes
and solutions.