



## **Break Through To Yes: Unlocking the Possible within a Culture of Collaboration**

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### **Summary**

Stop wasting time, resources, people and reputation on poorly managed projects. At every level of organizations, leaders are looking for innovative solutions to optimize skills, perspectives, teams and ways of working together to address. Savage brings us a proven process and, during this session, will work with participants to ReThink the ways they work within and beyond their organization.

### **Introduction**

I have been a businessman (mostly in the upstream Canadian petroleum industry) since 1975. My father, a P.Eng., had a career in oil and gas starting 1948 and spanning 32 years. Over my 40 year career, I have seen repeated failures, sometimes with costs in the billions, effect organizations and their capital projects and operations. When a company (and their executive) starts making mistakes, tries to force their agenda on others or is in conflict with its stakeholders, people push back. Projects get delayed in regulatory and community review for extended lengths of time and employees simply don't give their best because they do not trust the systems they work in and have no say in the processes or programs in which they are involved.

The costs to organizations can be both internal and external disengagement, rejection by regulatory bodies and governments, impacted communities, damage to the environment, and more. Add to that a wide range of human costs including everything from depression, conflict, suicide, marital breakdown and career paralysis to the loss of the intelligence and vision of the brightest people in your business because they mentally check out when they come to work.

Look at lost productivity from lack of meaningful connectivity at work. Look at lost opportunities to grow and prosper. Look at the busyness that you as a leader suffer that distracts you from doing great work.

Leaders and organizations can avoid all of this energy sapping negativity to gain a key strategic advantage when they work together to build a culture of collaboration.

Even the hardest work (engineering bridges, practicing law, designing buildings, raising money and other professional activities) can be executed much more efficiently and cleanly once a leader builds a culture of collaboration. A culture based on leadership, negotiation, and conflict management capabilities works together to produce meaningful solutions within organizations.

Remember Monty Python's John Cleese and his great training video – Meeting, Bloody Meetings?

Imagine, if you will, another video: Collaboration, Bloody Collaboration. Too often, a boss has a narrow and predetermined task he wants others to buy into. The boss, at times, is afraid of making decisions alone, so he calls a meeting. "We must collaborate to succeed ..." he begins, oblivious to the yawns, sideways glances and grimaces.

Our systems and organizational cultures are not functioning properly. Our regulatory and legal system, too often fails both the proponent and the opponent. Why do we continue to waste time, resources and people on so many poorly managed projects? Break Through to Yes promises to deliver a method to make collaboration work for you and your company. Seize this opportunity to join a movement of progressive, principled and successful leaders who are daily creating the conditions to promote innovation and breakthrough within their businesses and networks.

We invite you to realize that collaboration is far more than just an event or series of events; collaboration is a culture. In fact, collaboration has become its own field of study, practice and evolution. We see leadership, negotiation, dispute resolution, team building, stakeholder engagement, sustainability and other topics as fields. Let us together explore the field of collaboration. And let's develop it not only as one of several tools you bring to your work, but rather develop this discipline of collaboration as our way of leading our teams and organizations.

Savage brings stories and insights. Through his network including the Collaborative Global Initiative, you have access to the expertise of many experts.

This session is your opportunity to learn and redesign how you work together. Beyond the limited time available, Savage offers to work with you to create a more productive and innovative team and culture.

## **Theory and/or Method**

With the limited time available, Savage will introduce the concepts and his 10 Essential Steps to Collaboration. The participants will then identify three challenges/ opportunities they see as high priorities for their teams/ organizations to ReThink and evolve their culture. We will then start to use these examples as the template as to what the participant may do when they commit to change. This process takes time and will go far beyond the Conference. This is an opportunity for the Conference to serve participants beyond the week of the event in March. This may be a series of virtual and in person sessions to support the culture evolution theme.

## **Examples**

In 2016, our geologists, geophysicists, technicians and all members of the district and the company are under huge stress and have limited resources including capital to accomplish your goals. With my 40 year background in negotiations, business development, coaching and management, I can give many examples of what goes wrong and how to fix it. I prefer to work with the conference team or a member of it to offer a very specific example that resonates with the attendees.

## **Conclusions**

Let's work together better.

## **Acknowledgements**

See

[www.davidbsavage.com](http://www.davidbsavage.com)

<https://www.youtube.com/watch?v=GSEDz5lqCi4>

[www.savagemanage.com](http://www.savagemanage.com)

[www.collaborativeglobalinitiative.com](http://www.collaborativeglobalinitiative.com)