

***Collaboration Power:
Organizational Culture Amidst the
"Jukebox in the Mind of Society"***



Dr. Allen Goben

Why Change and Collaborate When it Takes Time & Energy?

- Because, what we're competing against is not the next person, city, county, or even country. **Our common competitor is the colossal waste of time, money, and energy that characterizes our society today.** We will meet this challenge by collaborating effectively!



Aiming High in the 21st Century

“To cope with the demands of the 21st century students need to know more than core subjects. They need to know how to use knowledge and skills by thinking critically, applying knowledge to new situations, analyzing information, comprehending new ideas, communicating, collaborating, solving problems, and making decisions.”

Survival Power



Ability to meet basic needs is key

Knowledge needs are basic,
activity is constant

Conservative planning for tough
times prevails and is based on
logistical needs

Motivated by FEAR of not
surviving

Production Power

Reliability and basic knowledge are keys to success

Depth of knowledge, craftsmanship, and action are vital

Planning centers around input/output... productivity

Motivated by FEAR of not keeping up or of being fired



Contribution Power

Creativity becomes a more common key to success

Ability to find answers becomes more important than having the answer

Planning centers around motivating people and encouraging contribution

Motivation comes through LOVE
of a challenge and recognition for contributions that make a positive difference



Collaboration Power

Cooperation and diversity fuel success



Time management
across multiple
people/groups is key

Planning focuses on
matching the right
people, at the right time,
with the right abilities

Motivation comes by LOVE of supporting each other and building on each other's ideas

What Inhibits Collaboration?

- Fear
- Ego
- FEAR
- EGO
- FEAR and EGO
- FEAR wrapped up in and driven by EGO



People Sometimes Aim Low and Reject Collaboration Because...

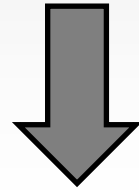
FEAR controls them, as weakness of ego entraps them in a comfort zone of mediocrity, where expectations are low and easily achieved.

They want to limit others' success... like **“Crabs in a Bucket”** so they will not appear weaker or “less than” by comparison.

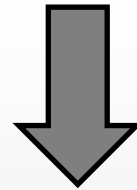


Love vs. Fear

Love = ***Emotion*** = *Fear*



Deep learning moment...



Transforms learner...



What's Your Worldview?

Positivist Belief in objective reality/truth



www.shutterstock.com - 403854436

Constructivist/Interpretivist
Belief in participatory creation of reality/truth

Post-Modernist

Belief in situational perspective where no definite reality or absolute truths exist



<https://prabash78.wordpress.com/2012/03/14/interpretivism-and-positivism-ontological-and-epistemological-perspectives/>
<http://www.allaboutphilosophy.org/postmodernism.htm>

Ego in Any Worldview Often Prevents Effective Listening

“No one is really listening... we’re all just waiting for our turn to speak...”

From early childhood, we are taught how to speak, read, and write... and we are TOLD to listen.

People in different generational groups tend to **listen as well as speak** in the context of their own generation’s experiences... caught in the ego of their own generation.

Generational Perspective

Riding inside the “car” of each generation

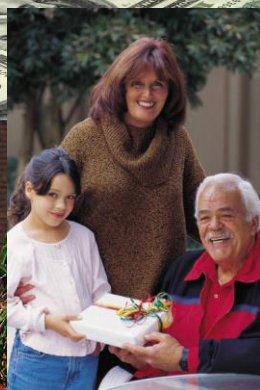
- Baby Boomers - 1946 to 1964
- Xers - 1965 to 1979
- Millennials - 1980 to 2000
- Gen Z - 2001 to 2016



Baby Boomers (born 1946-1964)

Typical Communication Strengths

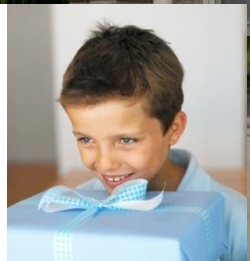
- Focus on achievement, both individually and collectively
- Rally to a cause and seek to motivate others
- Experience and interpersonal savvy/polish



TO

RETIREMENT
401k

INVEST
WISELY



Baby Boomers (born 1946-1964)

Typical Communication Challenges

- Lengthy, text-based communications
- Process-focused more than outcome-focused
- Often misunderstand imagery-based communications
- Typically just use technology rather than leverage it for improved communications and workflow

Generation Xers (born 1965 to 1979)

Typical Communication Strengths

- Pragmatic, outcome-focused communicators
- Technologically savvy
- Direct communicators with few hidden agendas

GENERATION X



Generation Xers (born 1965 to 1979)

Typical Communication Challenges

- Can be abrupt and lack polish
- When unhappy will often shut down and go off on their own tangent rather than work through things
- Focused on improvement - tend to ignore experienced colleagues' input about tried & true lessons

Millennials

(born 1980 to 2000)

Typical Communication Strengths

- Technologically savvy, savvy, savvy... truly leverage technology for improved communication and workflow
- Don't take things too personally— focus on results
- Are consummate learners... always on the lookout for new ideas and knowledge sharing

**“It’s not MY fault
you can
only do one
thing at a time!”**

U of MN Class of 2011



GÉNÉRATION



Prost
2008

Millennials (born 1980 to 2000)

Typical Communication Challenges

- So results-focused that they can immerse in a project and wait too long to discuss progress or ideas
- “Everyone gets a trophy” childhood created very unrealistic expectations
- Get impatient with others’ lack of techno-savvy/comfort and can be engaged with technology to the point of being constantly distracted by it
- <https://www.youtube.com/watch?v=KHPfgsTVTjA>

Gen Z (born after 2000)

Typical Communication Strengths

- Transition quickly and seamlessly from one communication platform to another
- Combine imagery concepts and text-based concepts
- Sift through volumes of information quickly to find personal meaning



APPS

WIDGETS



Mirror



Movie Studio



Navigation



News & Weather



Phone



Places



Search



Settings



Boot

screenshot



Toolkit



Superuser



Talk



Titanium Backup

Gen Z (born after 2000)

Typical Communication Challenges

- Continually distracted by a variety of communications
- Similarly, almost continually distracted within communications resulting in a lack of focus
- Often ignore phone calls and Email when these more traditional technologies are needed for effective communication

Handling Change & Creating Solutions

Change at arms-length... versus:

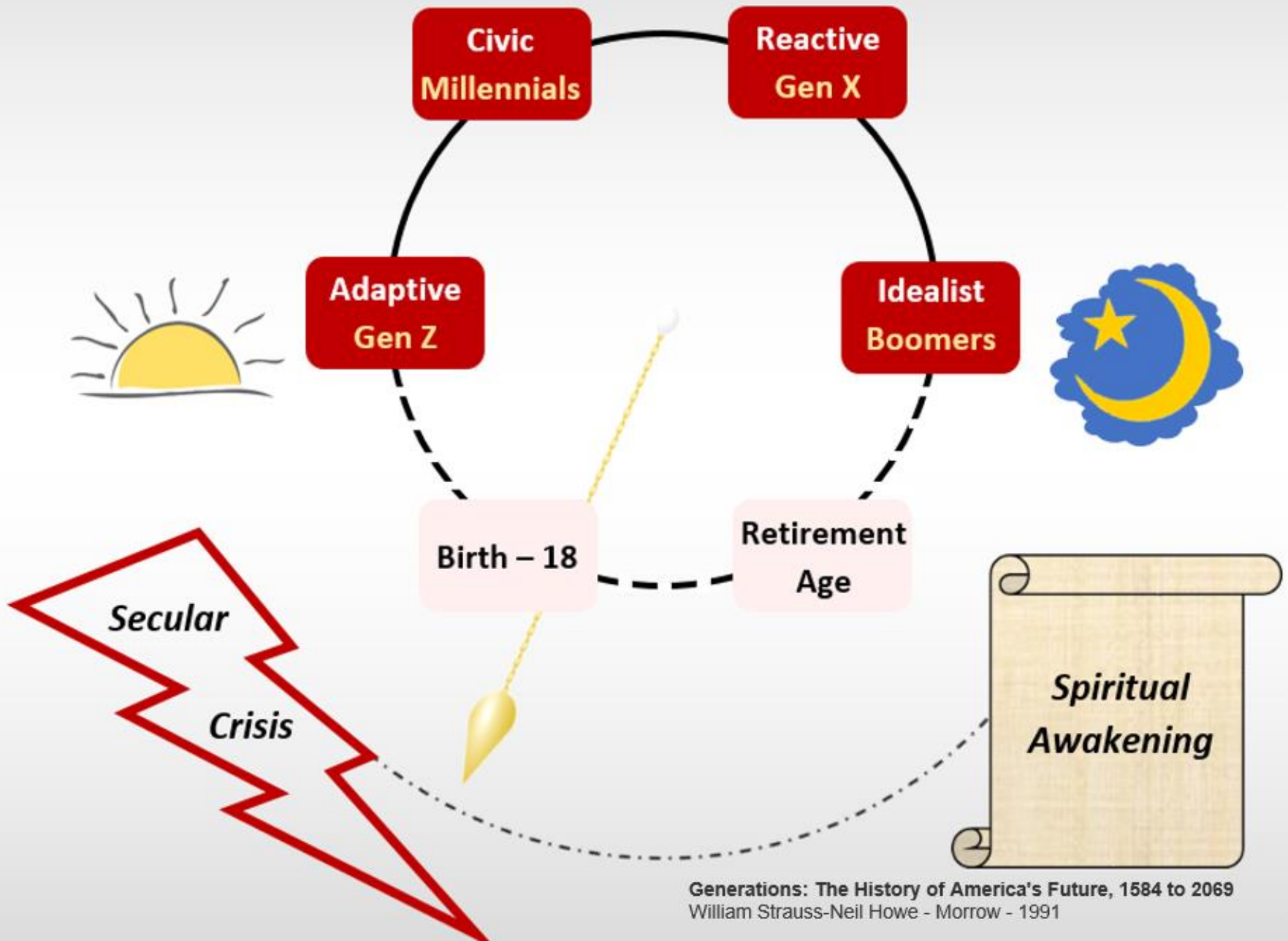
“As natural as breathing...”

Continually maintained solutions defined by survival and production power, versus:



Self-sustaining solutions
defined by contribution and
collaboration power

Strauss-Howe Generational Cycle Theory



Communities of the Future



Organizational Life Cycle

2. Growth

- Expansion
- Building
- Collaboration
- Policies
- Niche
- Established

3. Performance

- Excellence
- Reputation
- Specialization
- Traditions
- Established

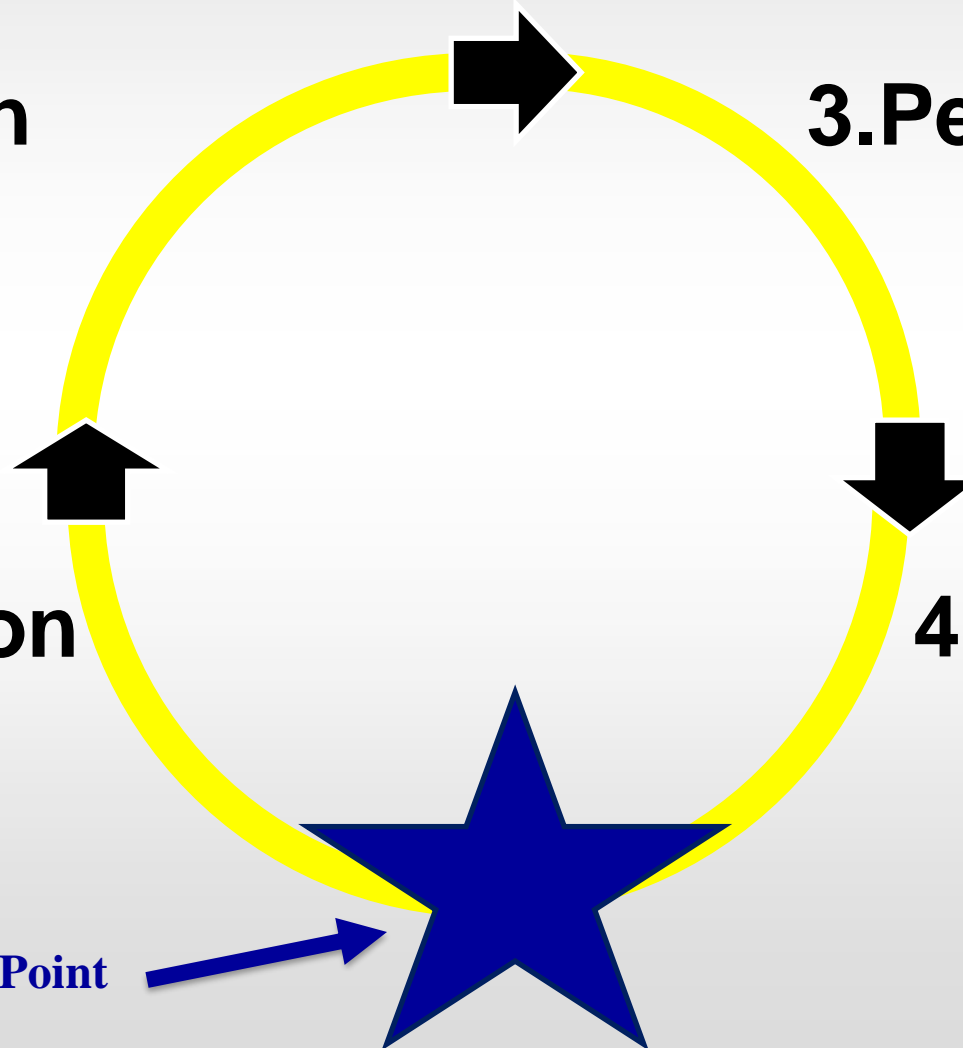
1. Creation

- Ideas
- Innovation
- Excitement
- Uncertainty
- Possibilities

4. Transition

- In-/External
- Factors
- Societal
- Change
- Decline
- Progress
- Competition
- Turbulence

Re-Creation Point



Leveraging Intergenerational Diversity to Improve Collaboration

Grow beyond ego-based FEAR

Continually strive to improve listening

Listen for what people mean, not for what you want them to say

Take time for reciprocal mentoring



“Listen to others as intently as you would listen to a toddler’s first words... Strive to become a good communicator and you’ll be astonished at how easy it is to make a good impression, project confidence, and build trusting relationships.”

Tony Zeiss

“If all hold to the dream, the magic
will be strong— be strong to call
back what we loved the most, and
of the new keep what is good,
weave old and new in harmony.”

From The Ghost Dance by Alice McLerran

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