

# COLLABORATE OR CO-BLAB-ORATE: BUILDING SKILLS FOR CROSS SECTOR COLLABORATION IN REIMAGINING SERVICE

## Conference on Volunteering and Service

“The significant problems we have cannot be solved at the same level of thinking with which we created them.”

– Albert Einstein



Presidio Institute

The Presidio Institute is a  
Presidio Trust initiative



# DAVID STYERS

- Manager of Program & Business Development at Presidio Institute
- Senior Governance Consultant for BoardSource and Center for Volunteer and Nonprofit Leadership
- Former Board President of the Council for Certification in Volunteer Administration and Volunteer Alexandria
- Former Senior Director at Points of Light

# PRESIDIO INSTITUTE CAMPUS



# PRESIDIO INSTITUTE

- Presidio Trust initiative located at historic Fort Scott, a stunning 20-acre campus overlooking the Golden Gate Bridge
- Provides transformational experiences that inspire, encourage and empower leaders to make positive impact in their communities
- <http://presidio.gov/institute>
- [www.leadershipcity.com](http://www.leadershipcity.com)





“What if we don’t change at all ...  
and something magical just happens?”

# CROSS SECTOR LEADERSHIP SKILLS



# I. DEVELOPING TRUST

- How do we get to know one another as people?
- How do we create space to understand one another's experiences, work, training, and pressures?
- How do we build and maintain empathy for one another and commitment to the work?
- How do we build the resilience to be able to speak frankly without fear?



# THE STOKE





# A NEW WAY OF INTRODUCTIONS

- Name
- City you were born
- City where you currently live or work
- One thing that excites you most about service in your community

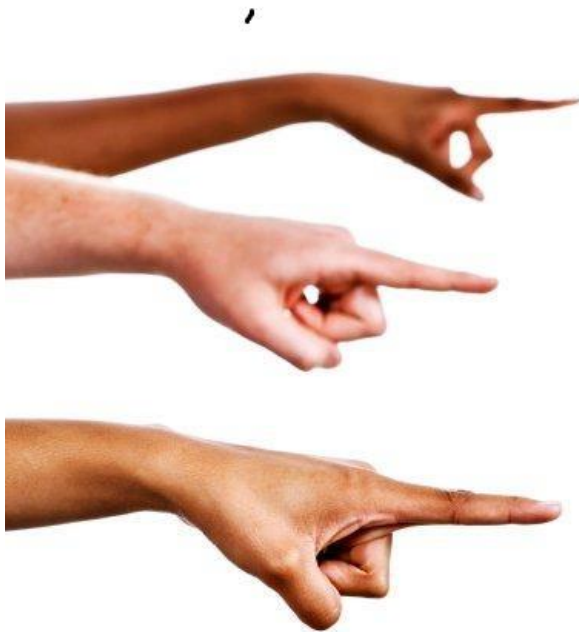
# CROSS SECTOR COLLABORATION



# CROSS SECTOR COLLABORATIONS OFTEN FEELS LIKE



# CROSS SECTOR COLLABORATION SHOULD FEEL LIKE



**Problem We're  
Trying to Solve**



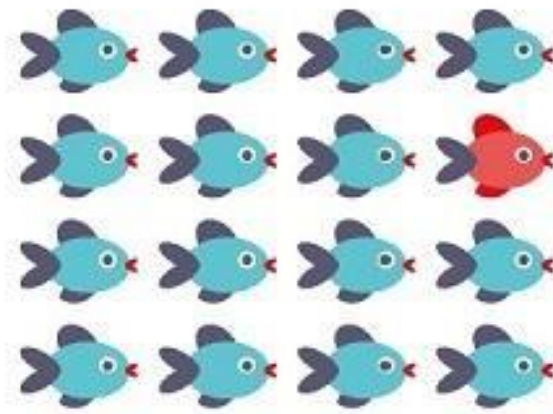
# HOW CAN YOU TELL IF YOUR TEAM IS COLLABORATING?

CO-BLAB-ORATION	COLLABORATION
Focused on assigning blame or taking credit	Focused on outcomes
Stakeholders participate to protect	Stakeholders participate to generate value
Opinions rule	Data is king
Talk exceeds action	Actions emerge from engagement
Informal process	Intentional, rigorous process

Source: [Chris Thompson's Regional Physics Blog](#)

Differences between

# BOSS Vs. LEADER



- **Drives** employees
- Depends on **authority**
- Inspires **fear**
- Says **"I"**
- Places **blame** for the breakdown
- **Knows** how it's done
- **Uses** people
- **Takes** credit
- **Commands**
- Says **"Go!"**

- **Coaches** employees
- Depends on **goodwill**
- Generates **enthusiasm**
- Says **"we"**
- **Fixes** the breakdown
- **Shows** how it's done
- **Develops** people
- **Gives** credit
- **Asks**
- Says **"Let's go!"**

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

# WHAT WORKS

- In pairs, share what you think of as a positive team/collaboration experience
- Together, reflect and capture the “ingredients” or conditions that were present for that collaboration to be satisfying and successful



# What's In It For Me!



# COMMUNITY-CENTER SELFISHNESS

- Effectively involving members
- Enhancing, not adding to, current work
- Creating neutral spaces
- Taking action to meet own needs

National, multi-sector coalition  
dedicated to **increasing social impact**  
through effective **volunteer**  
**engagement**

<http://reimaginingervice.org/>

Cross Sector Case Study-“Latest News”

## Four phases of collaborative development:

1. Shared **vision**
2. Leveraged resources toward common **goals**
3. Turned ideas to **action**
4. Committed to **limited** life span

## **Four lessons learned:**

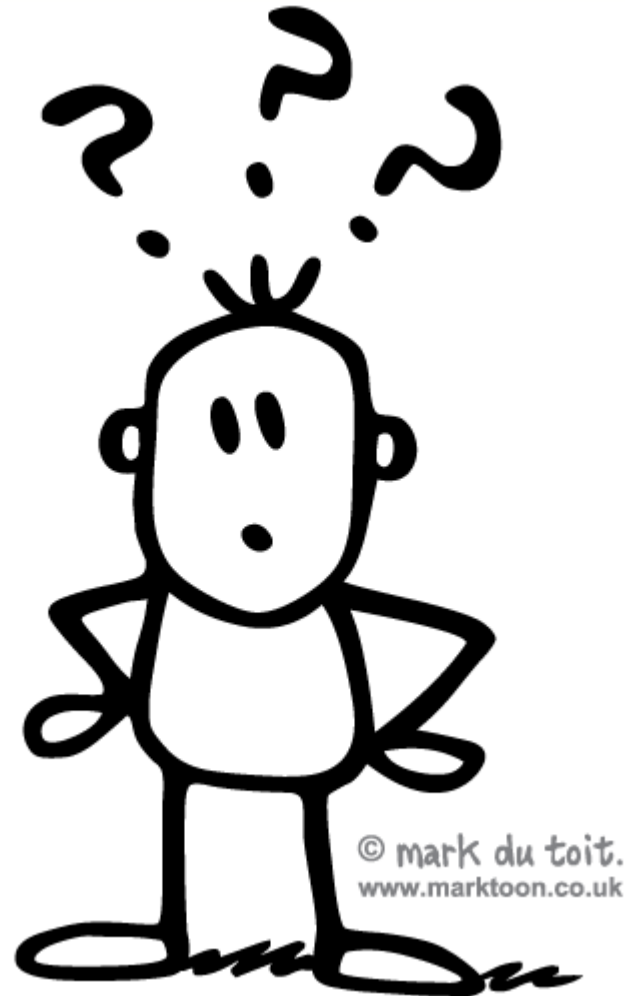
1. Seizing a moment
2. Assembling assets
3. Unlocking innovation
4. Sunsetting the collaboration



# APPLICATION: 4 KEY P'S

1. **People** – making a difference
2. **Products** – not additional work
3. **Purpose** – coming together
4. **Promise** – action focus

# LET'S TALK!



# CROSS SECTOR COLLABORATION

- Is difficult and messy, but can produce more powerful solutions than silos
- Has a greater chance of success if you spend the time to build the team
- Has no recipe because it depends on the people – use your judgement and try things until you figure out what works best

A photograph of the Golden Gate Bridge in San Francisco, California. The bridge's iconic red-orange towers and suspension cables are prominent against a hazy sky. The bridge spans a body of water, with several sailboats visible in the distance. The hills of San Francisco are visible in the background.

If you want to go fast, go alone. If you want to go far, go together.

African Proverb  
[101sharequotes.com](http://101sharequotes.com)



# ***IT WAS GREAT...***

**Thank you...**

**Let us know how the  
Presidio Institute can help  
you!**

**1201 Ralston Avenue, San Francisco, CA 94129**

**Phone: 415-561-4480   <http://institute.presidio.gov/>**