

*Invitation 2013-02-02*

# RADICAL COLLABORATION

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## TRAINER CERTIFICATION WORKSHOP

A RADICAL COLLABORATION WORKSHOP FOR CONSULTANTS, TRAINERS, COACHES – AND EVERYBODY:

Radical Collaboration Trainer Certification is a highly interactive seven-day course designed to teach individuals how to lead the three-day Radical Collaboration workshop. It is also a helpful follow-up experience for individuals who have taken the three-day Radical Collaboration workshop and want to strengthen their own personal skills.

This is a particularly helpful course for external and internal consultants and trainers who want to build more collaborative workplace environments, or teach the three-day Radical Collaboration workshop. It will also benefit coaches who are helping others to become more collaborative or more skillful at conflict resolution.

The participants prepare and practice to conduct the training modules in the three-day Radical Collaboration workshop. Some exercises are videotaped and the participants receive feedback based upon their presentations.

The three-day Radical Collaboration workshop is a prerequisite to this course.

For a more detailed description of Radical Collaboration and the three-day workshop, see appendix.

## INVITATION, TIME, VENUE AND FACILITATORS

This is an invitation to the Radical Collaboration Trainer Certification course August 18 to 24 2013 at Bommersvik near Södertälje, Sweden. For more information about Bommersvik, see [www.bommersvik.se](http://www.bommersvik.se).

The course will be facilitated by Christian Rudqvist and Niclas Folkesson. The last day of the course Jim Tamm will join in. He will do some presentations and will also be there for answering questions. See short presentations of Christian, Niclas and Jim in appendices.

## PRICE

Cost for the 7-day program: SEK 18 000.  
Full board and lodging in single-bed rooms: SEK 12 130.  
(6 nights/7 days).

## CONTACT, INFORMATION AND REGISTRATION

If you would like additional information, or if you would like to register for the workshop, please contact:  
Leif Cervin.



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## RADICAL COLLABORATION® AT WORK

### TRUE COLLABORATION BEGINS INSIDE THE INDIVIDUAL, NOT THE ORGANIZATION

Radical Collaboration is a methodology for building high-trust relationships at work. It focuses on both the technical and the emotional competencies that are essential for success in the workplace.

This program was originally developed as a joint pilot project between the State of California and the Hewlett Foundation in order to teach collaborative skills in very adversarial organizations and is now being used by organizations worldwide to build trust, improve communication and increase collaboration and productivity.

The Radical Collaboration approach has been used in a wide range of applications in both public and private sectors: healthcare, heavy industry, military, higher education, high-tech, pharmaceuticals, electronics, public sector, to international public sector organizations.

### COLLABORATIVE SKILLS ARE ESSENTIAL FOR ENSURING LONG-TERM PROFITABILITY

In their classic study titled *Corporate Culture and Performance*, John Kotter and James Heskett reported on the role that a collaborative culture plays on the success or failure of major corporations.

The well-researched empirical study, covering more than two hundred companies in 22 industries documented that more collaborative enhancing cultures (Green Zones) out-performed more adversarial non-enhancing cultures (Red Zones) by over 750% in net profit, 800% in stock price growth, and almost 250% in work force expansion.

## THE 3-DAY WORKSHOP

The Radical Collaboration workshop is a highly interactive 3-day training focused on skills that are essential to building and maintaining climates of trust and collaboration at work. The skills are immediately useful and quickly implemented. Because the training is interactive and the tools are very practical, the program is ideal for a wide range of settings and educational levels.

It has worked well for groups ranging from custodians to college presidents to rocket scientists.

The 3-day workshop focuses on providing participants with hands-on experiences to develop the five essential skills for overcoming defensiveness and building successful relationships:

- 1. COLLABORATIVE INTENTION**  
Individuals learn how to stay in the Green Zone, maintain a nondefensive presence, and make a personal commitment to mutual success in their relationships.
- 2. TRUTHFULNESS**  
Individuals commit to both telling the truth and listening to the truth. They create a climate of openness that allows others to feel safe enough to discuss concerns, solve problems and deal directly with difficult issues.
- 3. SELF-ACCOUNTABILITY**  
Individuals take responsibility for the circumstances of their lives, the choices they make, either through action or inaction, and the consequences of those choices, both intended and unintended. They would rather find a solution than find someone to blame.
- 4. SELF-AWARENESS AND AWARENESS OF OTHERS**  
Individuals commit to knowing themselves deeply and are willing to explore difficult interpersonal issues. They seek to understand the concerns, intentions, and motivations of others, as well as the culture and context of their circumstances.
- 5. PROBLEM-SOLVING AND NEGOTIATING**  
Individuals use problem-solving methods that promote a cooperative atmosphere. They avoid fostering subtle or unconscious competition.

## WHO IS CHRISTIAN RUDQVIST?

*Christian is doing consultant work in:*

- Leadership Development
- Team Development
- Conflict Resolution and Collaboration
- Coaching of Managers and Work Groups

His focus has lately become more directed to helping people increase their ability to collaborate and build long term relationships.

*Christian is a certified trainer in:*

- The Human Element®
- Radical Collaboration®
- The Human Element in Customer Relations®



*Christian Rudqvist*

- Implicit Career Search®
- Strategic Leadership Development®/LEA
- Personal Directions®
- The Leadership Diamond®

#### **Miscellaneous**

*He has translated the workshop and training materials from English to Swedish for the following programs:*

- Radical Collaboration®
- The Human Element in Customer Relations®
- Implicit Career Search®
- Strategic Leadership Development®
- Personal Directions®
- The Leadership Diamond®

He is also responsible for facilitating the Radical Collaboration® Trainer Certification workshops in Swedish.

## **WHO IS NICLAS FOLKESSON?**

Niclas has more than fifteen years' experience of facilitating individual development and corporate organisational improvement programs.

His particular area of expertise is helping individuals, groups and organizations to improve their way of managing relationships and improving performances.

He has gained a reputation for both an effective and efficient approach to Business Psychology through a variety

of feedback and facilitation methods in working with groups, between peers and in one-on-one mentoring.

Using his unique skills and long experience from working with board members, senior management teams and individuals, Niclas enables successful organizational culture change, high performance team development and leadership development.

He is an active member of The Human Element network.

*He is a certified trainer in:*

- The Human Element®
- Radical Collaboration®
- Implicit Career Search®

*He is also a certified trainer in:*

- UGL (Understanding groups and leaders), Susan Wheeland
- Belbin Teamskills (Belbin Associates)
- SDI (Strength Deployment inventory)
- Call Reluctans (SPQ-Gold, MPQ)
- LEAN

Niclas works as a consultant in Europe with focus on companies of all sizes in the northern countries.



*Niclas Folkesson*

## WHO IS JIM TAMM?

Jim Tamm is a former judge and an expert in building collaborative workplace environments, with 40 years experience in the field of alliance building and conflict resolution. As a Senior Administrative Law Judge for the State of California for 25 years Jim mediated almost 2,000 employment disputes. His legal decisions have impacted national labor policy and he has authored training materials that have been published in fourteen languages.

The California Senate, the California Assembly and the California Public Employment Relations Board have all honored Jim for his work building more collaborative employment environments. His most recent book, *Radical Collaboration* (co-authored with Ron Luyet) was on Amazon's top seller lists for workplace and negotiations books for most of the past five years.



*Jim Tamm*

He is a former law professor and is currently on the faculty of the International Management Program of the Stockholm School of Economics, the Management Education Program at NASA, and the Leadership Academy of the University of California, Santa Cruz. Jim has a diverse client base of international organizations ranging from the United Nations, NASA, Toyota and Boeing, to universities and toy companies.

Jim is one of the designers and original faculty members of a highly successful training program designed to enhance collaborative work environments; a program that was underwritten by the Hewlett Foundation and the State of California.

Jim, a former Managing Director of BCon-Will Schutz Associates, is President of RC Group with offices in South San Francisco and Cuernavaca Mexico. He specializes in building cultures of collaboration within organizations and training other consultants and trainers how to teach collaborative skills.