



Mastering Collaborative Competitive Relationships with a Strategic Mindset and a Playful Approach

Annual Sharing Day 2012

OD Means Business



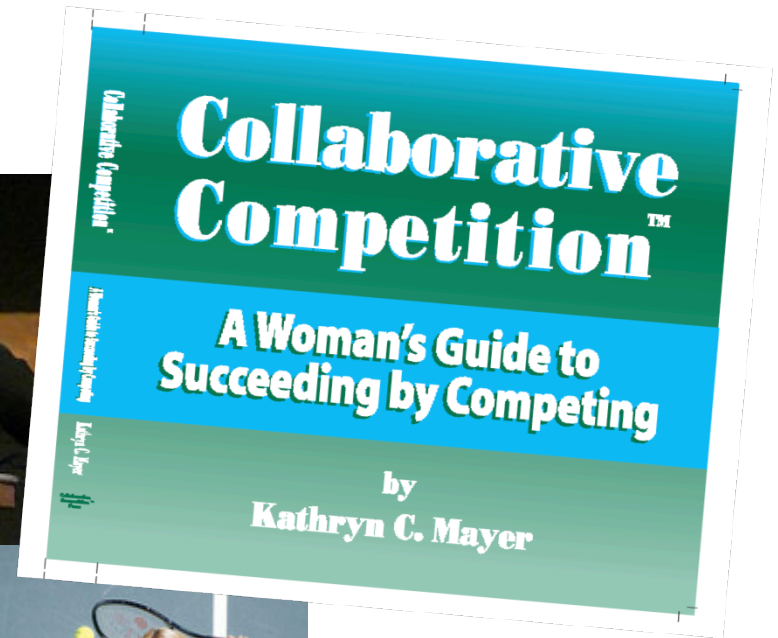
PRESENTERS

Kathryn C. Mayer and Jay Rhoderick

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Collaborative Competition™

...what is it all about...



**What is the difference
between the top 5% and
every one else?**

The Top 5%

- The Top 5% differ in three areas:
 - Savvy attitude
 - 3x the network
 - Constantly took
SMALL RISKS

They are not different
in terms of intelligence, personality,
or interpersonal skills.

From Political Savvy by Joel Deluca

Benefits of Being in the Top 5%

- 3x odds of a successful innovation attempt
- Significantly higher performance ratings
- 2x the promotion rates
- 3x the bonus rates
- Less likely to leave the organization
- 3x more likely to have higher job and life satisfaction
- More likely to be viewed as leaders

Small Risks and Improvisation

Improvisation means being “in the moment” with the goal of increased engagement, and involves:

- Curiosity – tell me more - in a way that demonstrates alignment between my body, language, and tone of voice
- Openness to trying new things
- Willingness to share and embrace mistakes
- Willingness to say and demonstrate:
 - I don't know
 - "yes, and" vs. "no"
 - “what if...?”

Arm Wrestle Competition



“Competition in its truest essence is a desire to bring out the best in you. It is best seen as a collaborative process in which the more your opponent challenges you, the better you play.”

Kathryn C. Mayer

Collaborative Competition: A Woman's Guide to Succeeding by Competing.

Improvisation:

Dynamics of Engagement



**Notice,
Wonder,
Reinvest...moment-to-moment!**

YES!... AND...

**MORE (SMALL) RISKS = MORE
OPPORTUNITY FOR ENGAGEMENT**

**Improviser-leaders notice offers, even ones
they don't like, and say "Yes, and..." to
build on offers!**