

Innovation through Collaboration

A hands-on exploration of the dynamics between collaboration and value creation

2-3 June 2010- Dr. Tony Ryan Academy of Entrepreneurship, Dublin City University

Innovation, defined as creating “new or unique value”, is an increasingly critical and complex form of value creation for all organisations in our globalised world. The ability to successfully collaborate both across and within organisations is a key skill which will accelerate and sustain innovation. Collaboration used skillfully has the potential to generate significant value.

Collaboration is the act of working together to a common purpose with colleagues, partners or even competitors. Collaboration means matching your skill, ideas and resources with others to create greater opportunity with less pull on skills and resources - working together generates much more than working individually.

Effective Collaboration allows us to realise more together than we can separately. It results in faster and more innovative performance. It allows firms to pursue opportunities that would be impossible to pursue alone.

In the current Irish climate of constrained resources, more effective collaboration with suppliers, internal and external competitors, and research institutes offers a feasible and practical mechanism for diversity and growth.

This intensive two day workshop is a hands-on exploration of the dynamics between collaboration and value creation. The workshop features a series of exercises, and interactive discussions which immerse participants in the theory, practice and mastery of purpose, communication and trust as fundamental value acceleration skills. It delivers learning in a fun, competitive and rigorous fashion, exploring the essentials of collaboration: purpose; communication; and trust.

Who is it for?

CEO's, senior managers and functional managers who are accountable for or interested in creating value through interaction of inter-organisational and intra-organizational entities.

Who Are the Workshop Leaders?

The workshop is led by four highly experienced, skilled and competent practitioners – people who have been there and done it! **Dave Young** is from the United States but spent five years as General Manager of Hewlett-Packard (Manufacturing) Ireland Ltd. **Ann Fitzpatrick** is former Director of the R&D Centre at Sun Microsystems Ireland. **Stephen Shields** is from Oregon – an accomplished business leader with global experience and specialising in strategy, integration and leadership. **Niall Connolly** has 25 years experience in ICT in Ireland and currently lectures on Corporate Policy and Organisational Creativity to Masters of Business and Technology Management students. Detailed CVs below.





What Can You Gain from the Workshop?

- A working understanding of the core elements of collaboration: purpose, trust and communication in action;
- The ability to create a collaborative environment by rapidly bringing together, aligning and driving relevant and meaningful action from diverse entities who need to solve complex or cross organisational problems;
- Experience the distinction between a collaborative leadership style and other situational leadership styles;
- Learn when and how to apply collaborative techniques to a situation to more rapidly and favourably create results;
- Understand the weakest link principle in collaboration leadership and how to diagnose what is missing and how to correct it;
- Develop a personal strategy to apply collaboration leadership skills in an identified workplace situation.

Workshop Description

Collaboration is the ability to create surprisingly positive outcomes in the face of competing objectives where previously no possibility seemed accessible. It is the ability of humans to realize more together than they could have separately. It is not based on agreement, nor is it simply good teamwork, and it doesn't just happen. Collaboration requires specific skills and practice to achieve success. Skillful collaborators generate tremendous value and have far-reaching influence while simultaneously increasing their own personal enjoyment and satisfaction.

Through understanding how the key foundational principles of Purpose, Communication and Trust interact in Action we allow participants to significantly deepen their understanding of how to generate collaborative environments and outcomes. Day 1 is a concentrated immersion in both the theory and application of collaborative skills aimed at anyone who is responsible for accomplishing objectives across or within teams. The first day of the workshop focuses on understanding how Purpose, Communication and Trust affect collaboration.

The second day integrates this learning where participants practice the previous day's insights in real-world exercises that are fun but realistic and challenging. The end of the second day allows participants to more fully integrate their learnings with the examination of what it takes for leaders to develop, foster and maintain collaborative environments within organizations.

Booking and Costs

To make a booking - please email **Susan Kelly** at susan.kelly@ictirelandskillnet.org.

Cost is €495 per person. Payment can be made by cheque or credit card.

Venue

DCU Ryan Academy for Entrepreneurship,
3013 Lakedrive,
Citywest Business Campus
Dublin 24.

Workshop Facilitators

Dave Young: founding partner of SynNovation Works and ex General Manager of Hewlett-Packard (Manufacturing) Ireland Ltd.

Dave started his educational and management journey at Purdue University where he obtained his Mechanical Engineering degree followed by duty as an officer in the US Naval submarine service. His nuclear engineering experience led him to a seven year period with Westinghouse on the development team for a research reactor, including two years in Washington, DC in the Division of Reactor Research and Development at the Department of Energy. During this period he completed his MBA at the University of Washington. The journey then shifted to begin 23 years at Hewlett-Packard in department management positions including Manufacturing, Quality, Procurement and a five year General Management role in the startup of Hewlett-Packard (Manufacturing) Ireland, Ltd. Apart from his SynNovation Works commitments Dave also teaches Operations Management in Oregon State University.

Ann Fitzpatrick: an independent consultant specialising in leadership and change in complex organisational environments and ex Director of Sun Microsystems R&D Centre Ireland.

Ann obtained her primary degree in engineering from Trinity College Dublin after which she spent eight years working in software development in Japan and Australia, with a four year period working as a project manager for IBM Australia specialising in outsourcing and contract management of systems software. She returned to Ireland in the early 1990s and over an eleven year period led the start-up and development of Sun Microsystems Research and Development Centre in Dublin. During this time she also held the corporate role of Director of Global Engineering responsible for developing strategy on offshoring R&D activities to maximise use of global talent. She has a Masters in Organisational Behaviour from the University of London, where her research thesis was Trust and Control in Virtual Teams.

Ann has recently developed the 'Re-Enter' Programme' on behalf of WITS (Women in Technology and Science) and is currently managing its implementation. Re-Enter is a pilot programme aimed at facilitating the return to a technical career for professional women in the science, engineering and technology (SET) area who have taken a career break. Ann is an experienced trainer and facilitator and is an associate of ASK Europe in the areas of Influencing and leadership.

Niall Connolly: founding member of Organisational Creativity, a professional services firm, specialising in practical creativity research and application. Niall graduated as a mechanical engineer in 1993, followed by an MBA and is currently completing a PhD in Organisational Creativity. Niall has vast experience with over 25 years in ICT and mechanical industry companies. This includes: company start ups; operations and design management, business development; and organisational design. Niall is currently working with a number of pharmaceutical companies improving performance through practical interventions to stimulate creative performance.

Niall has presented at many international conferences in areas such as knowledge management, diversity in innovation, organisational climate and the effects of product life cycle on team dynamics. He currently lectures on Corporate Policy and Organisational Creativity to Masters of Business and Technology Management students.

Stephen Shields: founding partner of SynNovation Works and ex VP of Hewlett Packard Co. (US)

Steve is an accomplished business leader with global experience having managed within the functions of finance, marketing, engineering, manufacturing, sales & distribution as well as at a general manager and global business unit level. His strengths lie in strategy, integration and leadership and he brings a wide variety of non-business interests to bear on organizational endeavors including travel, photography, flying, backpacking, geology and astronomy. His passion is exploring, whether that be new business opportunities, new places or new ideas. Steve graduated from Oregon State in civil engineering in 1979 after which he spent four years in construction and construction management with the US Forest Service, earning his professional engineering license in both Oregon and Washington. Obtaining his MBA from the University of Washington in 1985 he worked 18 years for Hewlett Packard before resigning in 2003 to explore personal endeavors. A part of Steve's on-going business consulting he frequently presents on strategic, leadership and organisational issues.