


# Collaboration

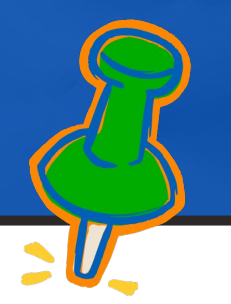
Communication Skills, Module 3




# AGENDA



1. Brainstorm: Have you ever found yourself working in a group and being derailed by a disagreement? How have you been able to navigate the situation? What has worked?

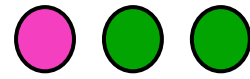


2. Activity: Working in groups of 4, and verbally using I statements, Plan a party together.



3. Reflect: How did you feel during the disagreement phase of the project? Did you feel confident to share your thoughts? During the commitment phase, did you feel that everyone was going to work together despite their differences? How could you use Disagree and Commit in other areas of your life? How might it benefit you?





# BRAINSTORM

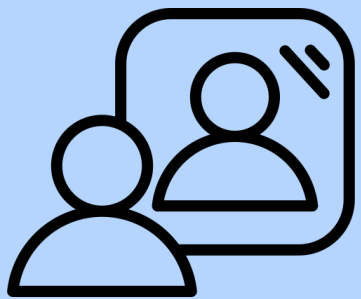
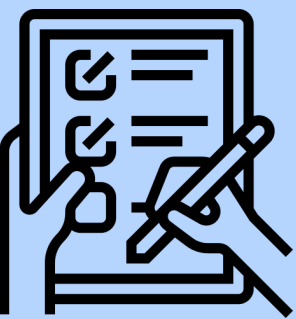
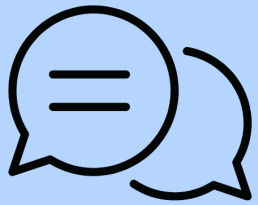


Have you ever found yourself working in a group and being derailed by a disagreement? How have you been able to navigate the situation? What has worked?

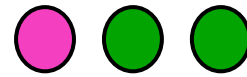
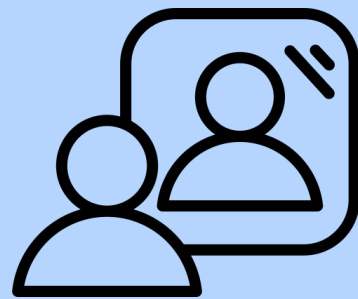
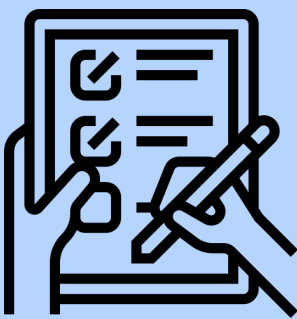




# DISCUSS



Apart from the concern that not everyone does their fair share of the work and that the quality of the work will be acceptable to everyone, one of the biggest challenges in collaboration is navigating disagreements and getting the job done.



# DIVE IN



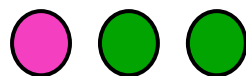
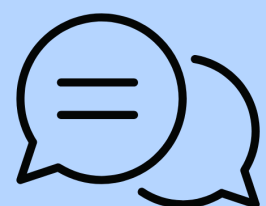
**Disagree:** As part of the group, you have the obligation to disagree if you think there is something wrong with the process or plan. It is not acceptable to just sit on the sidelines and grumble about the work. It encourages everyone to speak their mind, push for better discussions and improved ideas.

**Commit:** Once the decision has been made, everyone gives their support to the success of the project or idea. The time for respectful debate has passed, the decision has been made and now we are all going to do our very best to ensure success. We are not going to sit on the sidelines and grumble about the decision, especially if the decision wasn't our idea. The disagree part ensures that everyone has been heard, but the commitment part also ensures that once the decision is made, we work together.

## Disagree and Commit

1. Helps to ensure that moral stays high within the group
2. People should not talking behind the group's back
3. There should be no infighting or hanging back
4. Those who disagree and don't commit undermine the goals of the group and teamwork
5. Everyone has to agree to the rules and remain true to that strategy





# ACTIVITY



Activity: Working in groups of 4, and verbally using I statements, Plan a party together.



## Worksheet

Name: \_\_\_\_\_

Date: \_\_\_\_\_

### Collaboration

Plan a class party to celebrate either all your hard work in school to date or a holiday that is coming up. For each of the below decisions, there will be a discussion, which will include a disagreement and commit phase. Some decisions might be easier than others. You need to decide on the following:

Date of party:

Location:

Theme:

Decorations:

Food:

Activities:

Music:

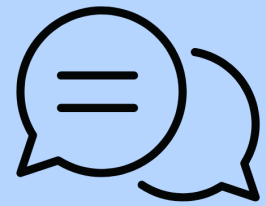
Do we need any other permissions?

How much will this cost? How will we pay for this?

Other considerations:

**Reflect:** How did you feel during the disagreement phase of the project? Did you feel confident to share your thoughts? During the commitment phase, did you feel that everyone was going to work together despite their differences? How could you use Disagree and Commit in other areas of your life? How might it benefit you?

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# REFLECT



How did you feel during the disagreement phase of the project? Did you feel confident to share your thoughts? During the commitment phase, did you feel that everyone was going to work together despite their differences? How could you use Disagree and Commit in other areas of your life? How might it benefit you?





# Extend & Enrich

Discuss the purpose of compromise and why it is good. Are there times when compromise is not good? Watch the video down below for more discussion.





# Home Connection



## Home Connection

### Collaboration

Dear \_\_\_\_\_,

I'm excited to share that your student has been learning about effective collaboration and the "Disagree and Commit" strategy in class. This concept, used by Jeff Bezos and his team at Amazon, teaches students the importance of respectfully voicing disagreements and then fully committing to the group's decision once it's made.

Students learned that the first part of this strategy is to "disagree," meaning they should speak up if they see potential issues with a plan or process. This encourages open dialogue and the sharing of diverse ideas. The second part, "commit," emphasizes that once a decision is made, everyone should work together to ensure the project's success, regardless of their initial opinion. This approach helps maintain high morale and teamwork within the group.

Please discuss this question with your student: Can you think of a situation where you had to disagree with someone but then commit to the decision that was made? How did it feel, and what did you learn from the experience? This will help reinforce their understanding of collaboration and the importance of balancing respectful disagreement with commitment to group decisions.

Please do not hesitate to reach out with any questions or concerns.

Best,

\_\_\_\_\_

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## Professional Development



Take 5 minutes to consider: Do I feel confident to disagree with my team? How might I begin to use the Disagree and Commit strategy in my classroom? What might the benefit be to me? The students?







# Further Study

Team building games

[https://www.foxinaboxchicago.com/19\\_unique\\_innovative\\_team\\_building\\_games\\_for\\_teens/I-268](https://www.foxinaboxchicago.com/19_unique_innovative_team_building_games_for_teens/I-268)

Boys & Girls Clubs of America

<https://www.bgca.org/news-stories/2022/December/developing-teamwork-skills-and-how-working-together-drives-success-in-the-workplace/>







**Lesson Complete!**

