

# Breaking ground for better collaboration

*Harrison Assessments® were created by Dr. Dan Harrison in 1990 to help companies align the passion of individuals to specific jobs and to help individuals discover careers they love. Dr Harrison has an extensive background in math, counseling psychology and organizational psychology, which led him to extensively test his theories and system in the business arena before extending use of the tool to the vocational/career assessment world. The use of Harrison Assessments is cultural and gender neutral, and is truly global, being available in 30 languages.*

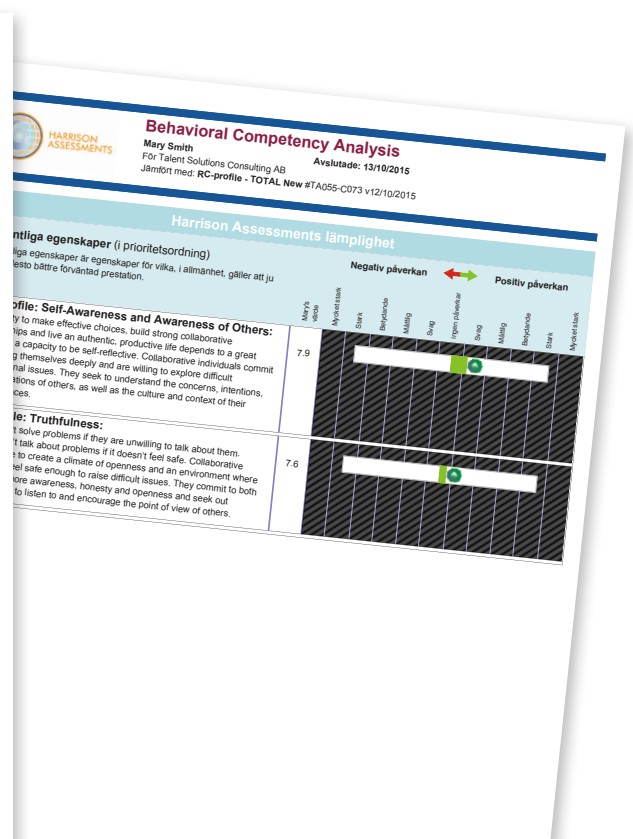
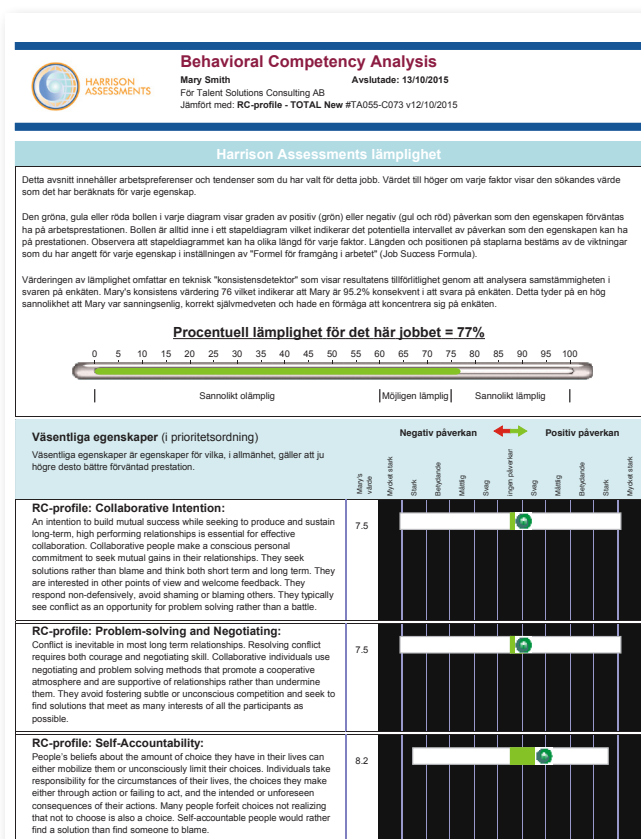
THE GENESIS OF the Radical Collaboration® program was a pilot project co-funded by the Hewlett and Stuart Foundations and the State of California where Jim Tamm was a Senior Administrative Law Judge and one of the developers and initial faculty members of the program.

The program was developed dramatic positive increases in the collaborative effectiveness of individuals and organizations. Trust increased and measurable conflict was significantly reduced, saving the State of California substantial amounts of money in the cost of conflict. Jim then teamed up with Ron Luyet, a psycho-therapist and organizational consultant to create the current Radical Collaboration pro-

gram. The program is based upon five skills that have been found to be essential in building long-term collaborative environments and collaborative relationships.

IN 2015 JIM TEAMED UP with Dan Harrison and Peter Ryrvik, a member of the Harrison International global management team as well as co-owner and managing director of Harrison Nordic AB, to apply the Harrison extensive research and assessment tools to the Radical Collaboration skills.

The result was this Radical Collaboration Competencies™ report designed to help both individuals and organizations improve their ability to collaborate effectively.



## When would it be helpful?

*Companies cannot compete externally if they can't first collaborate internally.*

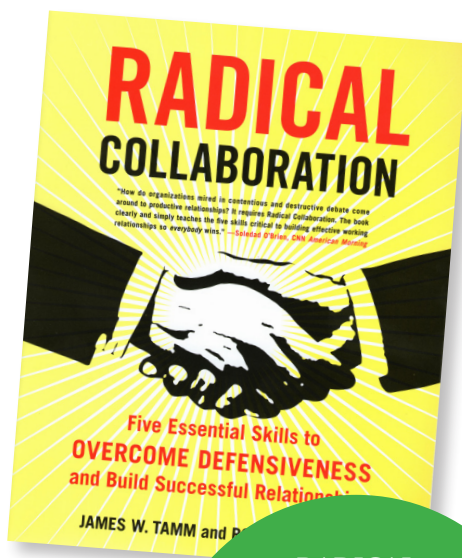
The Radical Collaboration Competencies report is an excellent diagnostic tool offering consultants or training and HR professionals a roadmap for the changes necessary for improved collaboration effectiveness.

The report can provide valuable information in any situation where skilled collaboration is important or cooperation is lacking. It can pinpoint areas that require increased collaborative

skills in order to more effectively direct scarce training resources. It is an excellent tool to help startups or new teams through their difficult formation process.

The report is also an excellent tool for coaches working with any individual seeking to improve their own ability to build successful long term collaborative relationships. The report also provides crucial and targeted information for anyone in a leadership role that needs to be better at building collaborative environments.

FOR MORE INFORMATION ABOUT THE REPORT AND THE RADICAL COLLABORATION PROGRAM:  
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**RADICAL COLLABORATION** is a how-to manual for anyone who wants to create trusting, collaborative environments, and transform groups into empowered teams.

### Five essential skills for building strong collaborative relationships:

1. **COLLABORATIVE INTENTION:** Stay non-defensive and commit to mutual success in relationships.
2. **TRUTHFULNESS:** Create a climate of honesty and openness that allows people to feel safe enough to discuss difficult issues.
3. **SELF-ACCOUNTABILITY:** Take responsibility for the consequences of your actions.
4. **SELF-AWARENESS AND AWARENESS OF OTHERS:** Know yourself and others well enough to explore difficult interpersonal issues.
5. **PROBLEM-SOLVING AND NEGOTIATING:** Negotiate your way through inevitable conflict in a way that supports relationships.