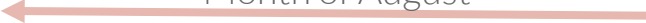


Value: Collaboration

**OIT All Staff Meeting
August 26, 2019
Culture Conversation**

OIT values

- Collaboration
 - Customer Centricity
 - Inclusiveness
 - Learning and Growth
 - Quality
 - Respect
 - Transparency
 - Trust
- ← Month of August
- 

Description of “Collaboration”

Demonstrates Collaboration, Teamwork, Interaction and Productivity.

Marriam webster.com

Offers 3 definitions for “Collaborate” (which is the verb form of Collaboration):

1. to work jointly with others or together especially in an intellectual endeavor
1. to cooperate with or willingly assist an enemy of one's country and especially an occupying force
1. to cooperate with an agency or **instrumentality** with which one is not immediately connected

Example of Collaboration

- Story of “OIT Accelerating Innovation Pilot” Team

Stages of team building and collaboration

- **Forming**
 - this is the exciting phase of joining a new team and getting to know each other and establishing goals
- **Storming**
 - this is where members show confusion/conflict/ or have different agendas
- **Norming**
 - is about creating structure for how work gets done and learning how to best communicate or disagree - this is called “psychological safety” where members openly share and participate
- **Performing**
 - is the stage of producing deliverables such as plans, processes, documentation, the final product).

Leaving you with these questions...

Explore among each other-

- What are some best practices and ideas in your toolbox?
- What is your story?
- How can you contribute to OIT culture?

Culture transformation

- A culture transformation is about having conversations....
- Share your stories.
- Go to our dedicated collaboration space to inspire, create and connect ideas and experiences about our OIT culture transformation.
- Showcase your **collaboration** by sharing your ideas and best practices by posting on the new hype channel dedicated to our culture initiative.
- Click on the [submit your feedback/ideas \(link\)](#)
 - Linked from OIT Leadership Wiki; referenced in Kian's Monthly Communication email

About OIT

- As a commitment to our organization culture transformation initiative, we have published our mission, vision, and values on OIT website under “about page”:
<https://www.oit.uci.edu/org/oit-culture/>

Thank You!