

kinetik solutions



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Collaborative Learning in a Business Environment

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V1.0



What this document is about

This is a discussion document exploring the idea of collaborative learning and how to utilise it in order to enhance the collective success of a company.

Individualistic ways of working hinder productivity in the 21st Century.

Collaborative working sees goals achieved faster for employees and employers.

There is a way to rollout collaboration in both the environment and use of support tools



Is your business suffering from a lack of synergy?

50%

Of all team meetings are a waste of time due to:



- Are tasks being delayed due to lack of expertise and indecisiveness?
- Is scope creep hindering productivity?
- Are meetings becoming a formality in which little value is extracted from?

Collaboration is one of the key methods to deliver change in an organisation.



Individualistic ways of working are less likely to be successful in the 21st Century¹

- **The Silo Mentality continues to exist within companies that do not wish to share information or think across functions**
 - Collaboration on all tiers of the hierarchy does not exist and is often isolated at senior levels.
- **Collaborative environments are often non existent**
 - A space for an open forum must be created where functions of creativity can be discussed, formulated, and then placed into action.
 - Collaborative environments benefit companies through the sharing of successes and problems, boosting morale, and encouraging collaborative learning/problem solving.
- **Collaboration is needed now more than ever as processes become more complex**
 - A multitude of skills are needed in order to successfully complete projects.
 - Peoples perception of quality has increased, leading them to desiring much more in-depth and succinct processes and outcomes.
 - Solutions to problems are no longer obvious, needing more people with a variety of experience/knowledge to ask the right questions in order to think outside of the box.



Collaborative learning helps goals be achieved quicker and for them to be more sustainable

Benefits for the learners:

- Provides an open environment with an abundance of varied knowledge all in one room
- Allows networking to form
- Questions can be raised that had not been thought of by a specific individual
- Enhances collective responsibility in addition to individual accountability
- Blurring of the roles between mentor and mentee

Benefits for the employers:

- It's cost effective with less rework needed
- Implicitly nurtures a team working ethos
- Enhances collective responsibility in addition to individual accountability
- Creates a greater and sustainable solution



Collaboration does not mean a loss of focus or decision making

- **Collaborative working has many positive traits. However, there are some common pitfalls, such as lack of ownership. This can be addressed by:**
 - Consistently re-establishing the end goal while allowing creativity
 - Keeping consistent to organisation values and purpose
 - Working with a set of ground rules which allows new ideas to form whilst creating clear boundaries in ways of working.



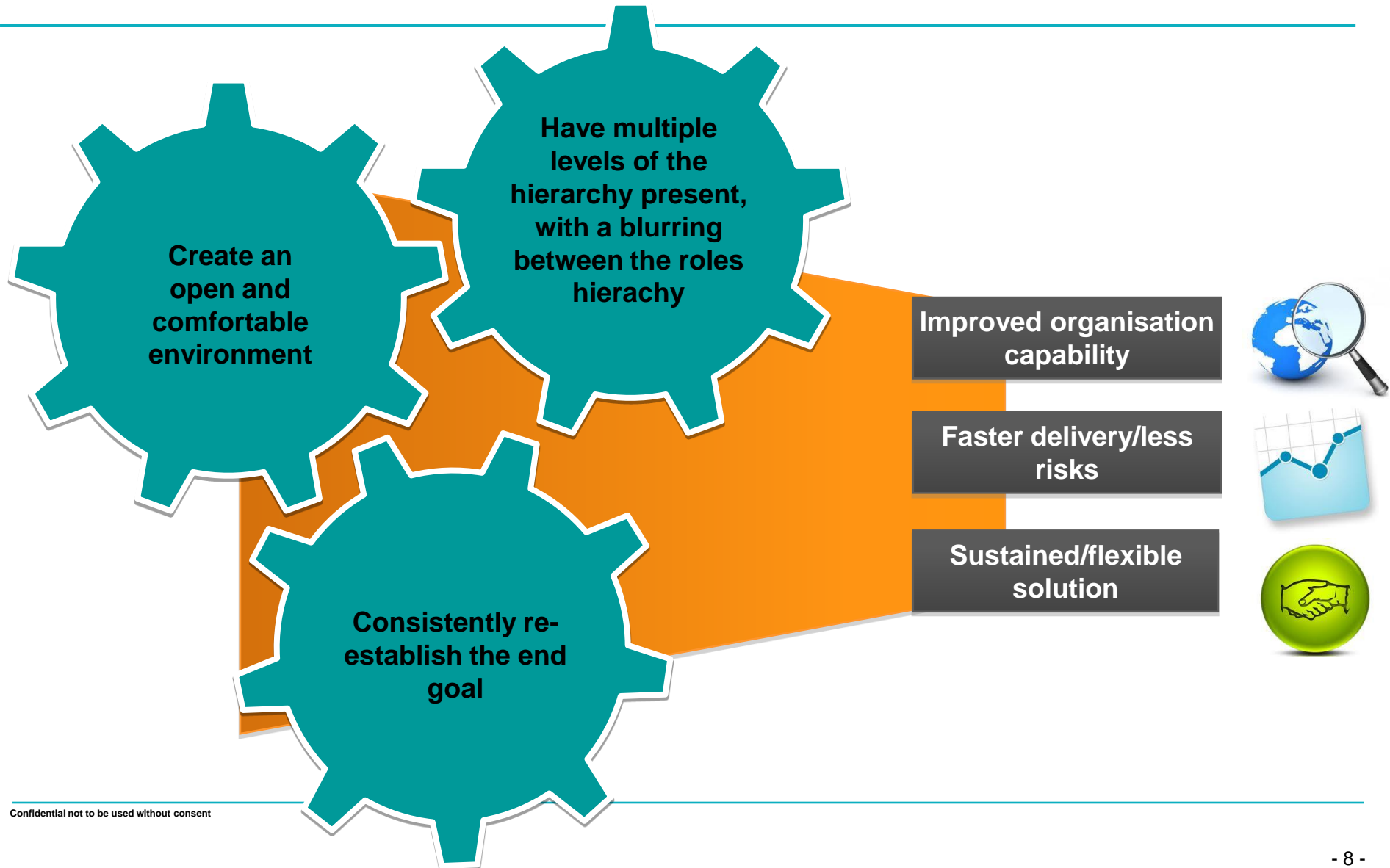


Kinetik Solutions can provide support for collaborative learning

- **We have direct experience with collaborative design alongside a specific solution tailored to its implementation**
 - We are experts at bringing functions together from all levels of operational processes, be it from distribution, service, support, or logistics.
 - We implement collaborative practises through workshop design and use of tools, such as:
 - Workshops which are designed in a way so that every person is engaged regardless of their status or role in the organisation
 - Tools which allow virtual working, the use of wider input from stakeholders, and design of product/service prototypes in an agile environment
 - We focus on the creation of a collaborative environment which will be sustained by making collaboration the centre of the company's ethos.



The right methods to create collaboration in your organisation



kinetik solutions

agility to sustain change



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Kinetik Solutions Ltd

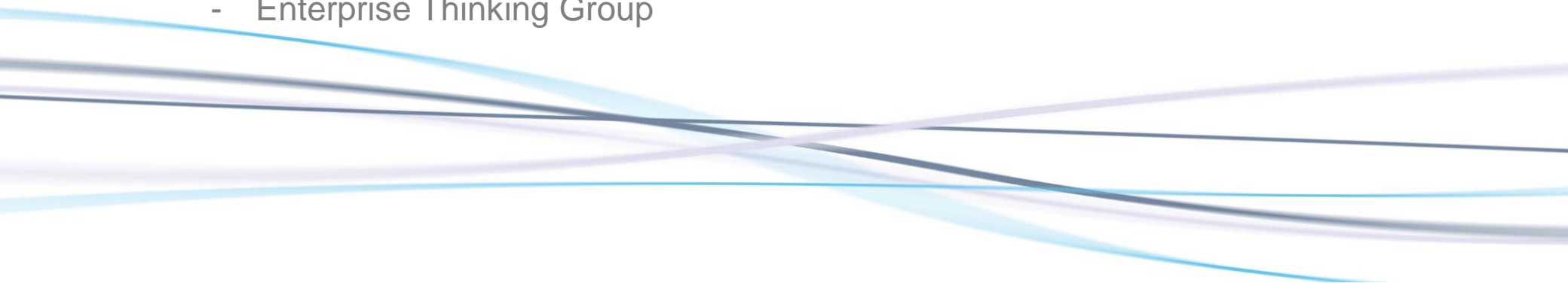
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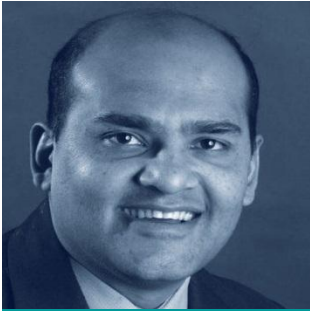
Consultancy profile

- Established in 2007, kinetik solutions delivers complex change for large organisations in the public and private sectors
 - Our team consists of highly experienced consultants each with over 10 years change management experience in blue-chip organisations or a 'Big 4' management consultancy
 - We continually invest in learning to offer the latest thinking in transformational change to our clients. We run regular public events on Lean learning for our NHS clients and are members of:
 - Lean Enterprise Group
 - Deming Alliance
 - Operational Excellence Group
 - Enterprise Thinking Group
- 

Our solution areas

- **Complex Transformation Programmes**
We make change happen in a sustainable way
 - **Operational Design and Improvement**
Strategic design for complex processes and their implementation
 - **Systems Implementation**
Integrating process and IT change to achieve operational effectiveness
 - **Collaborative Workshops**
Fast, informed decision making, from strategy to continuous improvement
 - **Digital Content Collaboration**
Creating structures for rapid delivery in digital supply chains
- 

The Team



Ketan Varia

Operational Strategy,
Transformative Change



Herald Voorneveld

Process Excellence, Lean, Six
Sigma



Rob Worth

Process Improvement,
Lean, Technology



David Thomson

Change Management,
Organisation Learning



Paul Frobisher

Process Innovation, TRIZ, Six
Sigma



Alan Clark

Process Improvement,
Systems Thinking, Training



Ian Robertson

Lean, Six Sigma, Training and
Coaching



Maria Gilgeous

Operations Design, Supply
Chain, Lean

We work with a range of clients in a variety of sectors



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