

# DON'T ASK FOR COLLABORATION

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## DESIGN FOR INTERDEPENDENCE



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## **COLLABORATION CHALLENGES**

- **Misaligned goals**
- **Siloed metrics**
- **Incomplete handoffs**
- **Unspoken tension**
- **Invisible connectors**



## Design for Interdependence:

- ✓ Align around **shared success**, not just individual KPIs
- ✓ **Design handoffs to stay connected**, not check out.
- ✓ Spot and **support behind-the-scenes connectors**.
- ✓ **Surface tension early** before it becomes rework.
- ✓ Make **collaboration part of the system** and not a side request.



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## Shared Outcomes



**Situation:** Teams have different (valid) priorities:

- Tech delivery, risk man., staff impact.
- But they aren't aligned

**Challenge:** Teams chase separate KPIs; collaboration weakens and coordination turns reactive.

**Action Step:**

✓ Align teams around **1–2 shared outcomes** with **leadership backing** and **joint accountability**.



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## Handoffs, not handovers



**Situation:** One team hits “launch” and moves on. The next team isn’t ready:

- They lack support, context, and capacity

**Challenge:** Handoffs aren’t finish lines; ownership continues beyond the handoff.

### **Action Step:**

- ✓ Create **overlap during key transitions** with **joint ownership** until handoffs run smoothly.



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## Spotlight the quiet leaders



**Situation:** A mid-level contributor isn't on the project team, but:

- Connects the dots, resolves issues, and keeps momentum.

**Challenge:** Connectors are often overlooked; their impact is informal and hard to measure.

### **Action Step:**

- ✓ Shine a light on **invisible leaders** & **recognize them** in updates. **Formalize their roles** over time.



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## Create room for healthy tension

 **Situation:** Teams avoid disagreement in early meetings:

- Real concerns surface too late causing rework and stress.

**Challenge:** When collaboration is too polite, trust erodes and progress slows.

### **Action Step:**

- ✓ Invite **honest input early**. Bring **root issues to leadership** with solutions, not blame.



# Coaching Reflection

The shift that helped me most:  
stop thinking within teams & **start thinking across them.**

When things broke down, I'd ask:

- *What exactly is keeping us stuck?*
- *What's in our control to change?*
- *What needs to be escalated for support?*

This helped me spot where the system blocked collaboration & where I could redesign to bring people together.



## Bottom Line

→ Collaboration isn't  
a SOFT SKILL.  
It's a **structural  
choice.**

→ When the work is  
DESIGNED to make us  
rely on each other...  
collaboration is  
unavoidable.



# Comments?

If collaboration is breaking down, is it a people problem or a design problem?

Find this helpful?





**I drive continuous leadership growth, guiding individuals through every stage of their career journey.**

**Let's connect on your personal career journey.**

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