✨ Don't Ask for Collaboration. Design for Interdependence.

👉 Why you're struggling to collaborate across teams (and what to do about it).

It's not hard to lead a team toward a clear goal.

What's hard?

😫 Leading multiple teams toward a shared one.

Everyone's doing their job.

But suddenly, your success depends on:

➡️ Someone else's timeline.

➡️ Someone else's process.

➡️ Someone else's definition of "done."

Leaders everywhere are wrestling with this.

Through trial and error, this is what I learned:

🧠 Collaboration doesn't fail because people **WON'T** work together.

It fails when the work isn't **DESIGNED** to bring people together.

So…

Don't just ask for collaboration.

Design for interdependence.

🧭 After 30+ years working across HR, ops, tech, legal & finance, I saw this routinely.

We think we're collaborating…

→ We've got shared timelines

→ Shared docs

→ Weekly meetings

And yet—

→ Decisions get made in isolation.

→ Deadlines slip.

→ Teams scramble.

→ Everyone's focused on "their part"…

…while the **whole** suffers.

I have been there and led through it.

The change came when we paused and asked:

❓ What's the real goal we're solving for?

❓ What does each team need not just to do their part, but to help others succeed too?

Once we aligned on **shared success**, things changed.

👉 Swipe to learn how these 4 strategies to Design for Interdependence worked in practice:

✅ 1. Shared outcomes

✅ 2. Handoffs, not handovers

✅ 3. Spotlight the quiet leaders

✅ 4. Create room for healthy tension

🧩 **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.

👉 **If collaboration is breaking down, is it a people problem or a design problem? Let me know what you think.** 💬