

# How to Spark a Collaborative Work Environment

In many small businesses where employees and leaders work together toward common goals, engagement, speed and productivity see a measurable boost. From solving business problems more quickly and effectively to getting consensus on processes, a collaborative approach has the potential to impact your business in many positive ways.

**37%** of market share leaders surveyed say collaboration improves the quality of decisions and outcomes.\*

**57%** say people in their company collaborate to fix organizational issues.\*

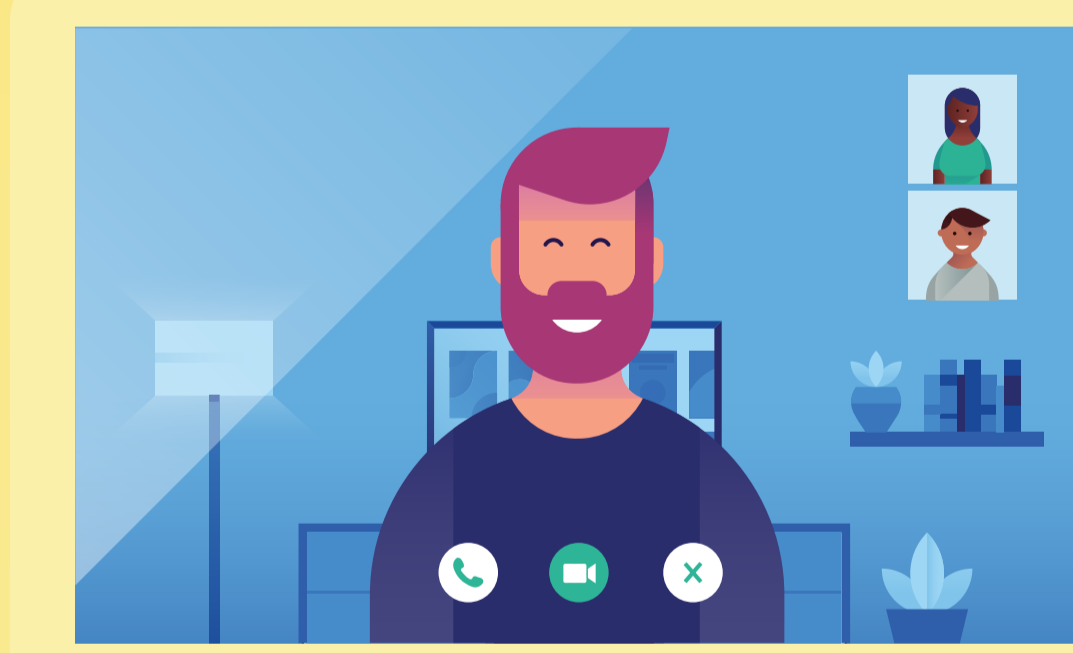
## Here's how to foster collaboration...

### ▶ Empower employees by assigning ownership of projects

Boosts **employee investment** in outcomes, frees you up to **think about the big picture**, and helps you identify and engage their **individual strengths**

### ▶ Solicit employee feedback on your performance and respond proactively to input

Showcases your **team-focused approach**, models a drive to continually improve, allows you to **finetune your skills**, and sets a precedent for **direct communication**



### ▶ Solicit input on areas of employee expertise and knowledge share via cross-training

Widens the pool of **collective knowledge** across your business, allows teammates to feel like **valuable contributors**, and encourages **collaborative relationships** among employees

### ▶ Ensure inclusion and teamwork are part of your company mission

Helps you **attract talented, driven employees**, boosts **retention, loyalty and job satisfaction**, appeals to **customers who value an inclusive culture**, and enables your business to **stand out in the community**

### ▶ Take a collaborative approach to idea generation and direction; be transparent about final decisions

Boosts **employees' loyalty and investment** in the business, helps you **expand ideas for growth**, and demonstrates your **commitment to a collaborative structure**

