



SMARTER COLLABORATION INSIGHTS

Sharing ideas to accelerate smarter collaboration

April 2025

SMARTER COLLABORATION RESOURCES

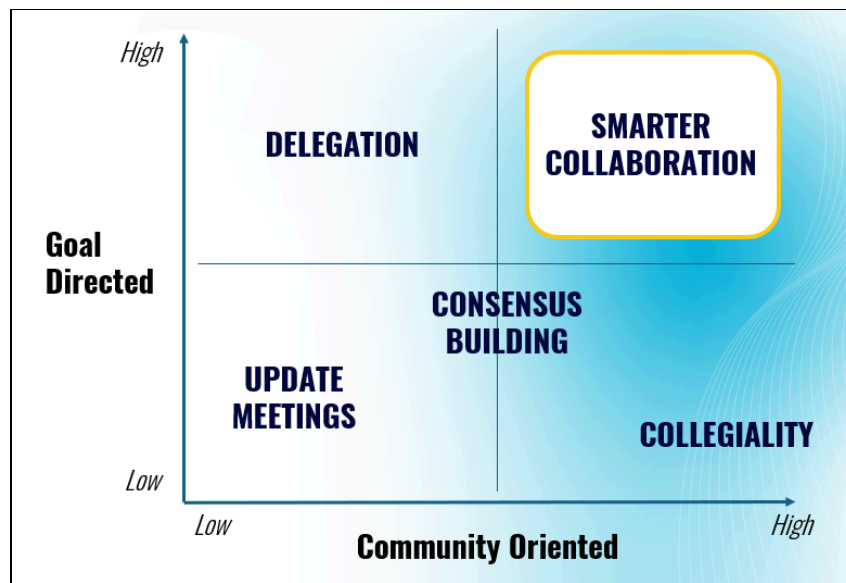
New Framework for Cracking the Code on Smarter Collaboration

"We're already doing a ton of collaboration – how do we make time for doing more? That's the most common barrier we hear, but it's the wrong question. The right one is this: "How do we shift from lower-value group work to smarter collaboration?"

We've developed a simple framework that makes it easy to understand and practice smarter collaboration – and avoid the trap of other kinds of collective activity that masquerade as SC, but fail to deliver the same growth- and talent-oriented results.

It's about optimizing two critical dimensions: goal-directed efforts and community-building actions.

New Smarter Collaboration Framework



- **Smarter collaboration must be highly intentional:** focused on both achieving top business goals and fostering meaningful, relationship-driven experiences that boost engagement.
- **You might deliberately choose the other kinds of group activities for more limited purposes** – but don't let time spent on them deter people from pursuing higher-value smarter collaboration.

Once you see where your team stands, you can make the right moves to collaborate smarter. Our team would love to help you tailor the best approach for your needs – please email contact@gardnerandco.co with any challenges you are facing.

EVENT RECAPS

Smarter Collaboration in Action: Highlights from Our Australian Tour

Dr. Heidi K. Gardner and Ivan Matviak recently completed a dynamic series of 10 events across Australia, engaging leaders from a wide range of industries, including professional services, technology, financial services, and manufacturing. These sessions were tailored to deliver actionable insights and strategies for driving smarter collaboration to tackle complex challenges and achieve strategic success.

Highlights from the events include:

- **Executive workshops:** Dr. Gardner and Matviak partnered with senior leadership teams to explore how smarter collaboration can fuel client-centric success, enhance sector-based strategies, and align performance management systems to deliver measurable results.

- **Partner and professional development:** They worked with professionals to address cross-silo collaboration, focusing on navigating compensation changes, fostering cultural shifts, and implementing practical steps to drive differentiation and market leadership.
- **Learning and development programs:** The duo introduced tools like the SC360 assessment, equipping L&D professionals and coaches with innovative methods to identify blind spots and strengthen team collaboration.
- **Industry roundtables:** In discussions with managing partners, CEOs, and other senior leaders, Dr. Gardner and Matviak shared insights on emerging collaboration trends, strategies for navigating market changes, and methods to create high-value client and organizational outcomes.

Photo from one senior leadership meeting



We will be back in Sydney the week of September 15. Let us know if you're interested in hosting an event - whether a keynote, client workshop, senior leader strategy session, or SC tool certification (by emailing ideas@gardnerandco.co). Check out the next section for some sessions that are already in the works.

UPCOMING EVENTS

Smarter Collaboration Certification: Elevate Your Skills and Stand Out

Join us for our Smarter Collaboration Certification Event on May 8, 2025, from 8:00-9:30 AM EDT. This online event is perfect for leadership coaches, L&D professionals, BD leaders, and anyone helping others become smarter collaborators. By attending, you'll get certified in our SC Profile psychometric

and SC360 development tools, learn about our new facilitator guides and kits (designed to help you lead engaging team sessions), and earn the title of Smarter Collaboration Certified Practitioner.

Here are the details:

- **Date:** May 8, 2025 | Time: 8:00-9:30 AM EDT
- **Register by May 1 deadline:** click [here](#)
- **Learn more about the tools:** www.smartercollaboration.com
- **Questions? Contact Lee at:** lee@gardnerandco.co

If this time doesn't work for you, no worries – we'll be offering more sessions (like those described below) to accommodate different time zones and certifications for other smarter collaboration tools.

Smarter Collaboration in Sydney Part 2

With Dr. Heidi K. Gardner and Ivan Matviak returning to Sydney in the back half of September, there are more opportunities for Aussies to learn about our latest smarter collaboration research, tools, and frameworks. Right now we are planning:

- **A deeper-dive, SC360 advanced certification**, for those who attended our highly successful coach and L&D event in Sydney earlier this month (it will also be open to people who join our online Australia time zone-friendly SC360 certification in June...stay tuned for details).
- **A SC Profile certification** to learn the ins and outs of this new psychometric tool (an enhanced iteration of the Smart Collaboration Accelerator), and how to use it with teams and individuals.

If you're interested in any of these events, please [email christine@gardnerandco.co](mailto:christine@gardnerandco.co). And look out for more details very soon.

RESEARCH

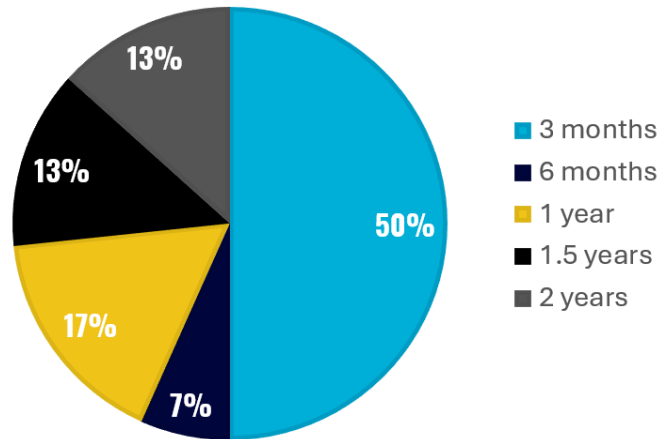
Senior Hire Integration Poll Results

In last month's poll, we asked how long senior/lateral hires typically have to “prove themselves” in your organization before the move is questioned.

The breakdown of responses, shown below, highlights a key point: there's a relatively short window – often just a few months – for senior hires to establish their value. This underscores the importance of setting them up for success in

the early stages, with a strong focus on meaningful collaboration with colleagues and clients from day one.

In your organization, how long do senior/lateral hires typically have to "prove themselves" before they and others begin questioning whether it was the right move?



For research-backed insights on how to foster this kind of collaboration, check out our chapter on lateral hiring and integration in Globe Law and Business's [*Managing Partner Performance: Strategies for Transforming Underperforming Partners*](#) (2024).

OPPORTUNITIES TO MEET

Catch Up with Dr. Heidi K. Gardner and Ivan Matviak

Ready to book a client roundtable, an executive workshop, or a major offsite? Here are upcoming trips for Dr. Heidi K. Gardner and Ivan Matviak, in case you'd like to schedule time with either or both of them.

- Pebble Beach (at the Thomson Reuters Legal Executive Briefing): May 15
- Tokyo & Osaka: May 19 - 30
- Vienna: June 5
- Shanghai (at the World Economic Forum): June 24-26
- Sydney: September 16-26

STAY CONNECTED

Keep in Touch

Follow Gardner & Co. on [LinkedIn](#) and [YouTube](#), and visit our websites ([here](#) and [here](#)) for extra news and insights on smarter collaboration.

Give Feedback

What else can we do together? Please send your thoughts to ideas@gardnerandco.co.

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