Sveriges lantbruksuniversitet
Swedish University of Agricultural Sciences

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Summary Group work II – How can we support collaboration?

Resources and appreciation

- Invest money into and reward collaborative activities
- Sufficient budget
- Allocate budget and make reservations for collaboration
- Show appreciation, recognition of collaborative activities
- Provide bonus for collaboration
- Let's budget some salaries in the project plan
- Publicize success / advertise opportunities

Leadership and impact

- Show positive examples, use ambassadors
- Put forerunners in spotlight
- Tell success stories about collaboration
- Highlight the benefits (not the risks) of the collaboration – It's a win-win situation.
- Shall we make a proposal to rector/board/councellor?
- The politicians will support this, if we make them understand the beneficiary
- Say: This is high priority for us
- Let's do some research, what are the advantages for us
- Let's try, risk is worth of it. (But we need to write the contract well.)
- This will an opportunity for us to learn, a challenge
- Collaboration is part of our third mission. It will help us financially, it will support science making and education.
- Make sure you are reachable and communicative
- Make sure people know where to find you
- Be informative, transparent and share information
- Be solution oriented, open-minded and proactive
- Entrepreneurial calculated risk
- University Leaders to give encouragement

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- Give people time for external collaboration
- Being a trustworthy and supportive companion
- Recruit innovative and open minded colleagues

Create a stimulating and positive working climate

- Create an atmosphere of trust and generosity – introduce rewards, support people who prepare, too, leaders need to have a generous attitude
- Create collaborative atmosphere with dialogues and openess
- Base organisation on trust and accept certain risks 'take the leap'
- Stimulate an open debate climate and an understanding for the necessity of different competencies
- Believe in an innovative workplace and challenge the usual and traditional way we do things today.
- Have an open university that allows outsiders to access - open culture.
- Embed a positive and flexible culture
- Create a good cooperative atmosphere at the university
- Allow people to make mistakes and dare to take risks
- Try first, think, do again
- Creative brainstorming
- Be respectful and inclusive
- Create mutual trust and foster it
- Use tools to engage everyone (voting tools etc, presentors wall)

Bring people together

- Manage academic reputation risks (only)
- Support sharing knowledge and ideas, matchmaking, bring people together
- Bring together students, teachers and researchers from different disciplines
- Facilitate groups undertaking interdisciplinary activities
- Let's make a project out of it (we do have a project model)
- We can work together with another university, too.
- Give people the opportunities to work with whom they want

Create good prerequisites for collaboration

- Create spaces and facilities for people to work together, virtual platforms – must be safe to not loose ideas
- Create simulating meeting rooms
- Ensure enough area and rooms for thinking and contemplation
- Provide infrastructure and space for collaboration
- Encourage open and spontaneous meeting spaces
- Regulation free spaces and/or loosen regulations
- Courage for a wider interpretation of legal frameworks
- Helpful flexible regulations / finding new ways

- The law should be changed, let's make a proposal.
- Choose to use the legal team wisely - they should not have power over the Project.
- Ensure stable regulations and major guidelines, not too detailed
- HR-policies that support collaboration – variety of people,…
- Provide good communications plans and channels. Good networking opportunities.
- Supporting modern communication (IT based)
- Brand the university as an open and innovative environment

Education for collaboration and staff

- Teach people to cooperate – give them methods and an understanding for differences that can help or making it harder to collaborate
- Encourage students by using different pedagogical methods
- Have service-minded staff
- Dedicated support staff / coordinators

Administrative methods

- Mean and lean administration
- Only measure what you want to achieve
- Simplify the processes and avoid burocracy
- Write clear guidelines that are understandable and useful
- Avoid complex business models and simplify what you can
- One stop shop for collaboration
- Longer and flexible office hours