

COMMUNITY WORKSHOP ROOM

FIGHTING ANTISEMITISM AND CIVIC ENGAGEMENT

The Power of Collaboration From Ego-System to Eco-System

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Collaboration Challenges & Barriers - From Blind Spots to Leadership Choices

1. Leadership & Accountability Challenge

The common human pattern - the other is perceived as responsible for relational breakdowns and collaboration failures. Accountable leadership means taking radical responsibility for our relationships and interfaces.

2. From Separated Silos to Ecosystems

Separate organizational and community silos prevent collaboration and ecosystem formation. Creating windows and passages between systems enables connectivity, shared responsibility, and collective impact.

3. From Competition to Conscious Choice

Competitive, win-lose reactions, patterns, and habits often replace deliberate decision-making. Collaborative leadership means consciously choosing when to compete, when to cooperate, and when to practice co-competition to create shared value.

4. From Hubris to Humility

Ego fuels leadership, yet unmanaged ego undermines collaboration. The shift from hubris to humility enables learning, openness, and the ability to overcome the NIH (*Not Invented Here*) mindset.

5. From Fear to Courage

Fear of losing control, status, relevance, or certainty - and resistance to change - often drives avoidance of collaboration. Courageous leadership acknowledges fear and chooses interdependence, accepting vulnerability, shared risk, and uncertainty as conditions for meaningful collaboration.

6. From Cultural Gaps to Shared Understanding

Differences in organizational, community, professional, and national cultures create gaps (often hidden) that lead to misunderstanding and friction. Collaborative leadership requires cultural awareness and deliberate bridging to create shared understanding.

7. From Unvalidated Value to Strategic ROI

Collaboration is often pursued without a clear assessment of value, cost, and risk, leading to underinvestment or wasteful over-collaboration. Effective leadership treats collaboration as a strategic investment, intentionally evaluating its contribution to outcomes.



8. Balancing Task Focus with Interaction Mastery

Leaders often underestimate how interaction shapes collaboration. Collaborative leadership is designed by how leaders engage - through listening, inquiry, and dialogue.

9. The “No Worries” Challenge

Assuming collaboration will “work itself out” undermines alignment. Collaborative leadership clarifies interests and needs, creates transparency and clarity, and acknowledges challenges ahead.

10. The Trust Challenge

Trust reduces the need for - and reliance on - control and formal authority in collaborative systems. It is the most powerful lever for effective collaboration - and at the same time the hardest to build and sustain.

ECA - Effective Collaboration Analysis Model ®

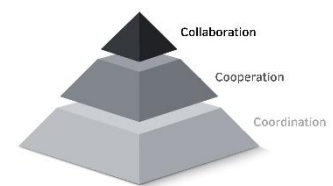
The **ECA model** is a practical framework for **defining, diagnosing, and improving partnerships**. It treats collaboration as a **means to achieve goals**, not a goal in itself. The model is visualized as a **pyramid** with **three partnership levels** (vertical axis) and **four core elements** (the pyramid’s sides). Together, they provide a shared language and a structured way to identify strengths, gaps, and misalignments between partners, and to translate diagnosis into practical improvement steps (via the ECP process).

The 3 Partnership Levels (3C)

Coordination - Shared information, knowledge transfer, and synchronization. Low dependence and risk; useful for routine or simpler challenges.

Cooperation - Shared action to achieve a defined task, project, or goal. Higher investment and interdependence; focused on effectiveness in bounded scope/time.

Collaboration - Shared process and strategy to address complex, adaptive challenges. Long-term, higher mutual dependency and commitment; aims to create value beyond what each party can produce alone.



The 4 Elements (4E)

Value: Why - Purpose of the partnership, potential, goals, interests, needs, expected benefits, and alignment with values and vision.

Structure: How (formal) - Roles, responsibilities, authority, work processes, systems, routines, and mechanisms that enable effective partnership.

Relationships: How (informal) - Interaction quality, trust, dialogue, shared partnership language, tolerance and inclusion of differences, and conflict management capacity.

Commitment & Execution: What - Translating intent into action: transparency in practice, priorities, availability, resources, implementation, follow-through, and ongoing maintenance.

