

# Conversations of interdependence

## What is it?

Conversations of interdependence are conversations that help us gain understanding of each other's work and of the impact we have on each other; how, without realizing it, we make each other's work easier or harder. When teams make conversations of interdependence a regular part of their work routine, everyone gains a richer systems perspective, understanding how their own work fits into the larger whole. They also become more engaged and more self-managing, better able to improve work processes on their own.

## What is it used for/ Purpose?

Conversations of interdependence are a relational intervention used to:

- Build shared knowledge
- Build skills for managing interdependence, particularly giving and receiving feedback
- Foster cross-functional awareness and a systems perspective

# How to have conversations of interdependence

- Pair off with a colleague from another role
- Take 5 minutes each to ask each other the following:
  - What do I do in my role that makes your job easier?
  - What do I do that makes your job harder?
  - When does our work seem to be well aligned, and when do we seem to be at cross purposes?
- What can I do differently as a result of what I just learned?