

SIGNS YOU NEED A COLLABORATION RESET

- Teams working in silos
- Multicultural Teams struggle to collaborate
- Slow or circular decision-making
- Frequent rework and messy handovers
- Inconsistent execution across sites/vessels
- Low psychological safety / people don't speak up
- Managers stuck mediating conflicts
- Morale and belonging trending down
- Unclear ownership and accountability
- New tech/AI not fully adopted
- Culture has not adapted to change



NCS | NIJHOF CONSULTING & SOLUTIONS



 A GUIDE THROUGH ROUGH WATERS
A CHARM FOR SAFE PASSAGE

www.nijhofcs.com



crew@nijhofcs.com



+65 98840742



COLLABORATION CHARTER

Collaboration Charter Framework delivers a human-centric program that embeds trust, transparent communication and cross-functional alignment into everyday operations.

By uniting collaborative principles with operational intelligence, it removes root causes of team dysfunction, synchronises goals across departments and builds accountable, high-performing teams.

The program strengthens belonging, morale and psychological safety while making the culture more adaptable, innovative and resilient. Designed for organisations seeking lasting cultural change, Collaborative Charter accelerates the shift toward a people-first, high-collaboration workplace and fosters long-term cultural success.



LEADERSHIP ROLE IN CULTURAL TRANSFORMATION

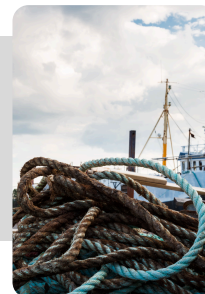
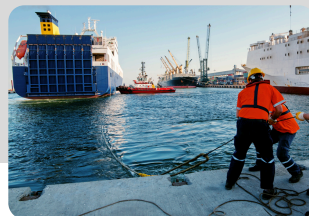
- Active Participation & Role Modelling
- Reinforcing Charter Principles Daily
- Creating Psychological Safety
- Utilising Tools (e.g., Mission Alignment Screens)
- Clear C Suite Directive to Leaders: Engage & Normalise Collaboration Charter
- Leaders are to model the behaviours in meetings, lead by example through your actions

WEEK | TOPIC

- W1 | Inner Mastery
- W2 | Collaborative Communication
- W3 | Mutual Openness - Constructive Communication
- W4 | Psychological Safety
- W5 | Skilled Expertise
- W6 | Trust
- W7 | Constructive Debate
- W8 | Collective Resolve
- W9 | Mutual Responsibility
- W10 | Mission Outcomes
- W11 | Cultivating a growth mindset
- W12 | Guiding Mission

THE 12-WEEK PROCESS

- One Principle Per Week
- Structured Reflection & Discussion
- Actionable Behaviours Identified
- Ongoing Repetition & Normalisation of High-Functioning Behaviours
- Patience: Substantive Changes by Week 6
- Strongly recommended to continue using the framework beyond the initial 12-week period, allowing it to become firmly embedded in your organisation's DNA.



OUTCOMES OF THE COLLABORATION CHARTER

- Improved Trust & Communication
- Enhanced Morale & Engagement
- More Predictable Operations
- Long-Term Cultural Resilience
- Reduced Absenteeism, Bullying, Harassment
- Fewer Psychosocial Risks
- Lower Staff Turnover, Recruitment, Onboarding Cost
- Fewer Incident-related Cost

Teams rarely stumble because they lack capability; they stumble because coordination breaks down and honest dialogue never happens. This framework equips your organisation with a shared language, repeatable practices and leadership behaviours that make speaking up safe and execution swift. Start turning hurdles into an advantage.

