

Building Strong Partnerships



Creating A Professional Development System in
the Commonwealth of Massachusetts

January 19, 2011
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www.cayl.org



Principles of Professional Development



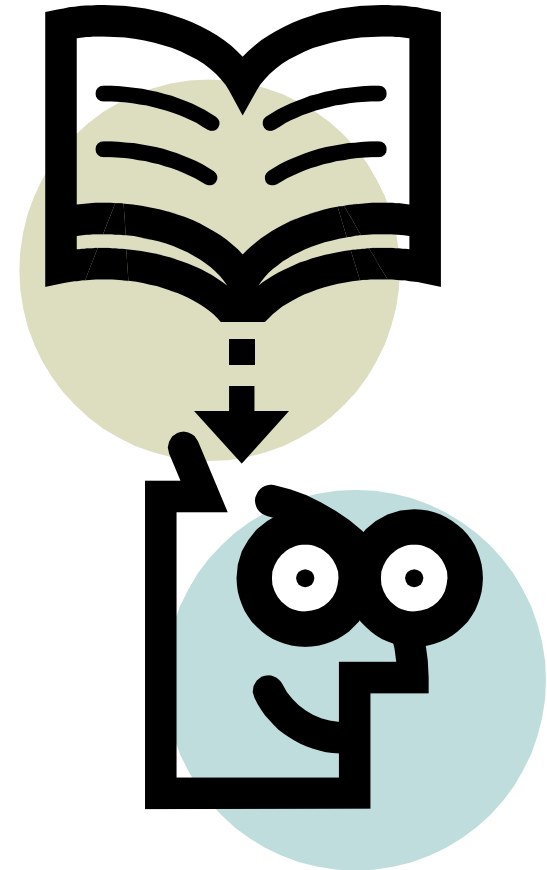
- Our Focus is on the Children!
- We are a Learning Community
- Our Work with Adult Learners is Evidence-based and Supportive
- Results Matter

Adaptive work is a conceptual framework

- For understanding the field's challenges
- For the necessity of field wide engagement to resolve these challenges

Adaptive work is about change

- Changing how the field approaches its work
- Changing our relationship with each other
- Changing our relationships with others external to the field



What is Adaptive Work?

Pre-existing answers aren't available

Entails resolving conflicting values honoring one value over another

Requires making choices/trade-offs

Involves conflict

Usually involves anxiety, discomfort, sense of loss

Demands consideration of new realities as well as optimism for a different future

(Based on work of Ron Heifetz and Marty Linsky)

Your work exposes adaptive challenges at multiple levels:

- Individual
 - Within sub-systems
 - Across sub-systems

Three Objectives of Today's Meeting

1. Progress Sharing from October 25th
2. Exploring Strong Partnerships
3. Planning Future Meetings



Progress Reporting



- Intention
- Actions taken since October 25th
- Assessment of progress towards intention
- Planned next steps

Our Focus Today is on PARTNERSHIPS

- Best Practices
- Communication
- Engagement



Questions to Ask Yourself Today

1. How can we change our practices/partnership to be more effective?
2. What are the results for the field that we are trying to achieve?

Cooperation->Coordination->Collaboration

Cooperation	Coordination	Collaboration
<ul style="list-style-type: none"> • Short-term • Informal relations 	<ul style="list-style-type: none"> • Longer-term • More formal relations 	<ul style="list-style-type: none"> • Long-term • More pervasive relationships
<ul style="list-style-type: none"> • No clearly defined mission • No defined structure 	<ul style="list-style-type: none"> • Focus on specific effort or program • Focus on a specific effort or program 	<ul style="list-style-type: none"> • Commitment to a common mission • Results in a new structure
<ul style="list-style-type: none"> • No planning effort 	<ul style="list-style-type: none"> • Some planning 	<ul style="list-style-type: none"> • Comprehensive planning
<ul style="list-style-type: none"> • Partners share information about the project at hand 	<ul style="list-style-type: none"> • Open communication channels 	<ul style="list-style-type: none"> • Well-defined communication channels at all levels
<ul style="list-style-type: none"> • Individuals retain authority 	<ul style="list-style-type: none"> • Authority still retained by individuals 	<ul style="list-style-type: none"> • Collaborative structure determines authority
<ul style="list-style-type: none"> • Resources are maintained separately 	<ul style="list-style-type: none"> • Resources and rewards are shared 	<ul style="list-style-type: none"> • Resources are shared
<ul style="list-style-type: none"> • No risk 	<ul style="list-style-type: none"> • Power can be an issue 	<ul style="list-style-type: none"> • Greater risk Power is an issue
<ul style="list-style-type: none"> • Lower intensity 	<ul style="list-style-type: none"> • Some intensity 	<ul style="list-style-type: none"> • Higher intensity

"Lincoln Trail Library System;" http://lincolntrail.typepad.com/.shared/image.html?/photos/uncategorized/2007/11/15/cs_5.jpg

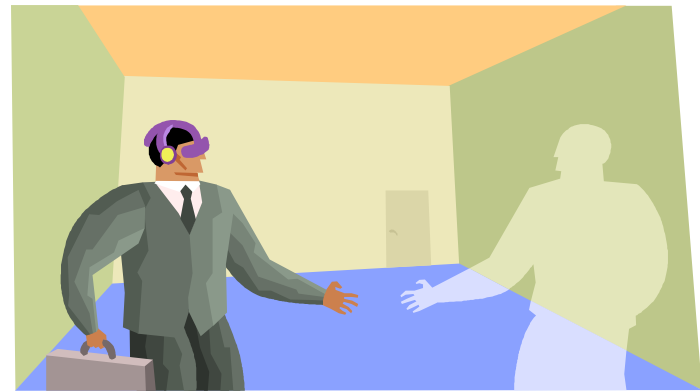
Building Strong Partnerships

What are high quality, intentional partnerships, in context of communication and outreach? How do they evolve?

•The foundation of a strong partnership is **agreement**-> this leads to **results**

•Agreement for Results:

- INTENT & VISION
- ROLES
- PROMISES
- TIME/VALUE
- MEASUREMENT OF SATISFACTION
- CONCERNS AND FEARS
- RENEGOTIATION
- CONSEQUENCES
- CONFLICT RESOLUTION
- AGREEMENT



"Critical Keys for Creating Sustainable Partnerships;" <http://communityandbusiness.groupsites.com/group/ResolutionWorks/post/critical-key-s-for-creating-sustainable-partnerships>

What Makes an Effective Partnership?



VISION

CLARITY ABOUT RESULTS

BROAD RANGE OF PARTNERS

STRONG STRATEGIES

ORGANIZATIONAL STRUCTURE

KNOW EACH OTHER

MOBILIZE RESOURCES

Engaging the Field for Partnership

- Leverage expertise and resources
- Be sensitive to different expectations of partners
- Explore new ideas for co-sponsorship and fundraising
- Involve partners in planning to help them understand the value of the work we are doing



Enhancing Communication

- Create a culture of engagement
- Promote success stories of people in the field who have used your services
- Assess and share community impact
- Identify a consistent method of updating partners ensuring that they understand the benefits to them

First Question to Ask Yourself Today About Partnerships: Engagement & Communication

- How will you change your practice?
 - Increase referrals to other organizations
 - Openness to inter-organizational relationships
 - Set new goals and develop action plans related to the content
 - Act as change agents
 - Create opportunities for relationship development
 - Improve communication and connections with partners
 - Improve inter-professional care
 - Increase priority to network partners



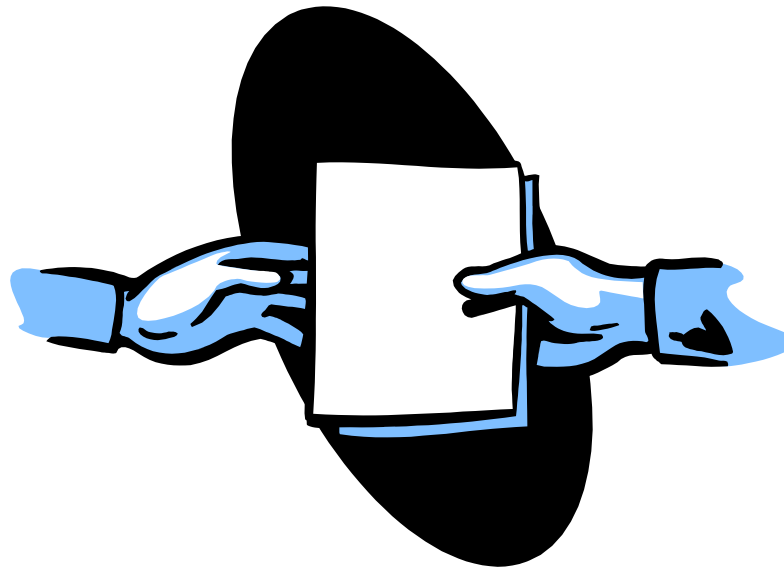
First Question to Ask Yourself Today About Partnerships: Engagement & Communication

- What are the results of changing your practice?
 - Access to creative and innovative solutions and services
 - Better use of community resources
 - Improved access to professional development opportunities
 - Improved coordination
 - Increased awareness of services
 - More efficient services



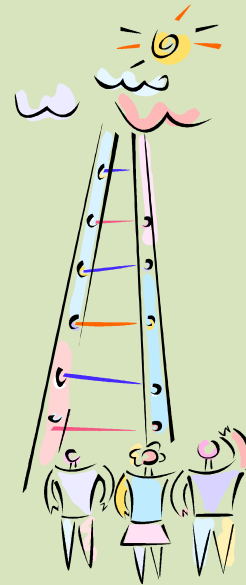
Conversations in Regional Teams

- 1. Reflect:** Individually complete the **green** sheets
- 2. Share:** A success story or strategy
- 3. Synthesize:** Complete the **purple** sheet on your table as a group

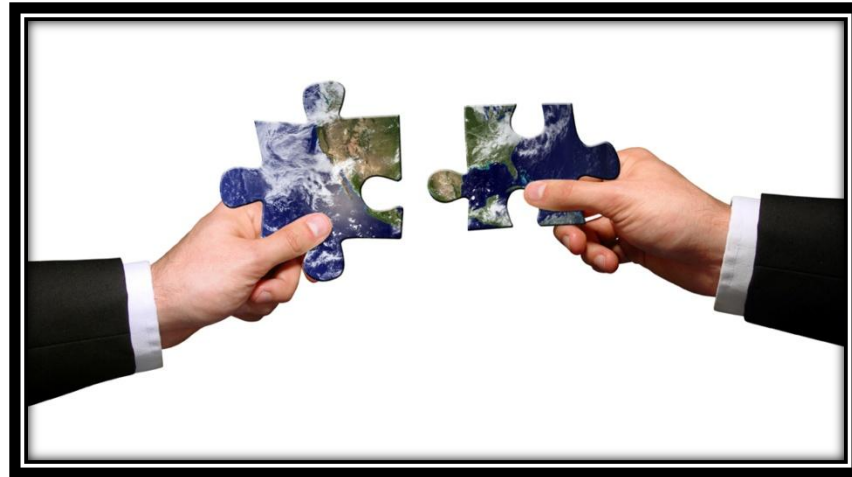


Regional Team Exercise

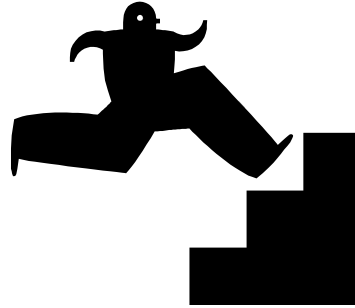
- Top three priorities to increase communication and outreach within our partnerships....
- By March 2011 we will know that we are successful if...
- By June 2011 we will know that we are successful if...



Learning from Each Other: Cross Regional Sharing



Evaluation and Next Steps



1. Did you individually -and your team collectively- have one or more ideas that you will put to use in your communities? Plan to discuss your progress in March.
2. What are your technical assistance preferences for future meetings?
3. Next Steps
4. Adjourn

Our Next Meeting
will be

March 18, 2011

Travel Safely!