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Playing Nice in the Sandbox

The Power of Collaboration

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- All microphones have been muted. Please enter your questions/comments into the chat.
- Handouts will be shared via the Zoom chat during the presentation.
- Slides and resources will be housed on elevatekansas.org along with the presentation recording.



Playing Nice in the Sandbox: The Power of Collaboration

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Think about a time when...

- You felt included
- You felt a sense of purpose
- You felt valued
- You were part of a community
- You contributed to an outcome



... a mutually beneficial and well-defined relationship entered into by two or more entities to achieve results they are more likely to achieve together than alone.

*Michael Winer and Karen Ray in Amherst H. Wilder Foundation Collaboration Handbook:
Creating, Sustaining and Enjoying the Journey*

**Factors that can
make or break
collaborations...**



Ideology.

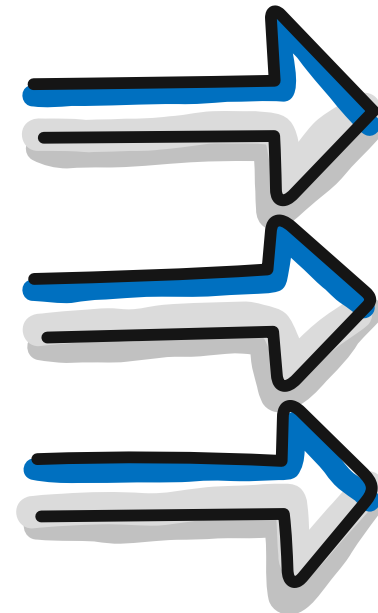
(Core Values)

Key Questions

What values or biases might I hold that are at stake?
What are the relevant core values of partners?
Are they compatible? How do they align?

Key Strategies

Create a safe space to express views.
Listen more than you talk.
Identify areas of common ground.
Be willing to agree to disagree on some things.



Leadership.

Key Questions

Who has the necessary skills?

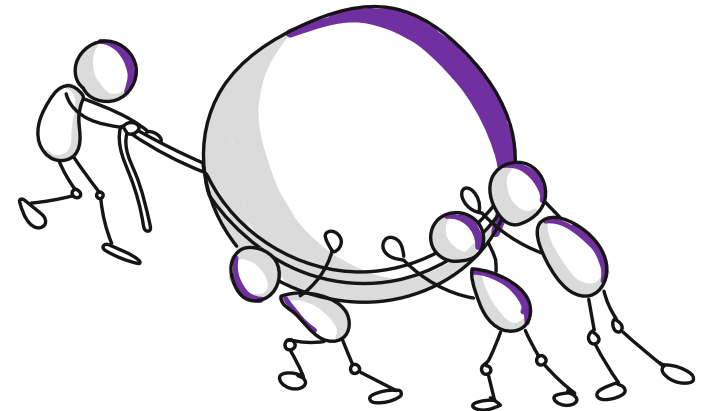
Who has the passion and time?

Who is willing to make room for others and share success?

Who has the most credibility with partners?

Key Strategy

Create opportunities to lead in multiple and different ways.



Power.

Key Questions

Are we “working with” the people most impacted?
Or “doing to”?

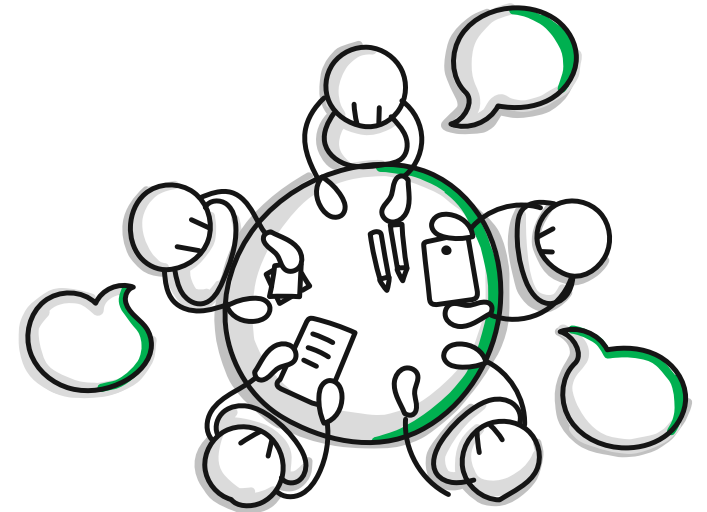
Is the power shared by all at the table?

If not, why not?

Key Strategies

Identify who is impacted by the work and make every effort to include them.

Review the list of collaborators often as you may need different voices as the work evolves.



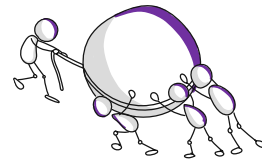
Think back to the
experience we recalled
earlier...

What did you
notice about
these factors?

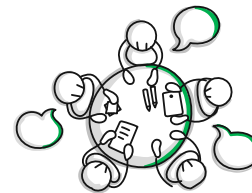


Ideology.

(Core Values)



Leadership.



Power.

History.

Key Questions

What has happened previously that makes it harder for partners to work together successfully now?

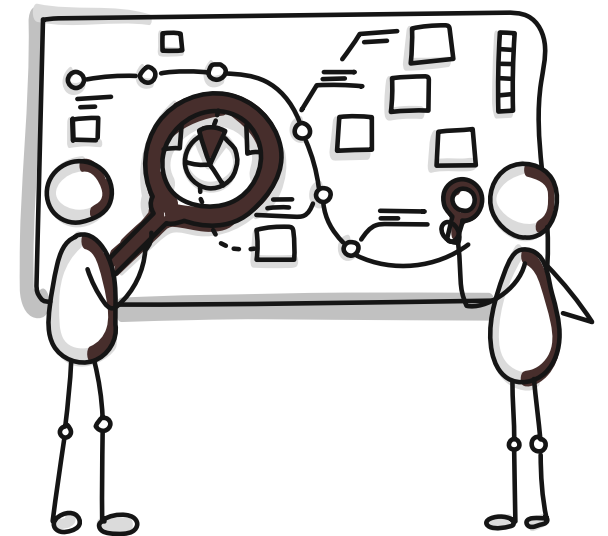
What work needs to be done first to resolve the issue and/or repair relationships?

What do we need to let go of to make progress?

Key Strategies

Create safe spaces to discuss previous challenges and repair relationships (if needed).

Communicate what is being done to resolve any issues and prevent new ones.



Competition & Turf.

Key Questions

Who can you include that would ease turf issues?

How might you build greater trust & respect?

How might you ensure mutual benefit?

Key Strategies

Create a shared vision and review it often.

Acknowledge self-interests being served and identify any violations of other's self-interests.

Reward members and celebrate successes.



Resources.

Key Questions

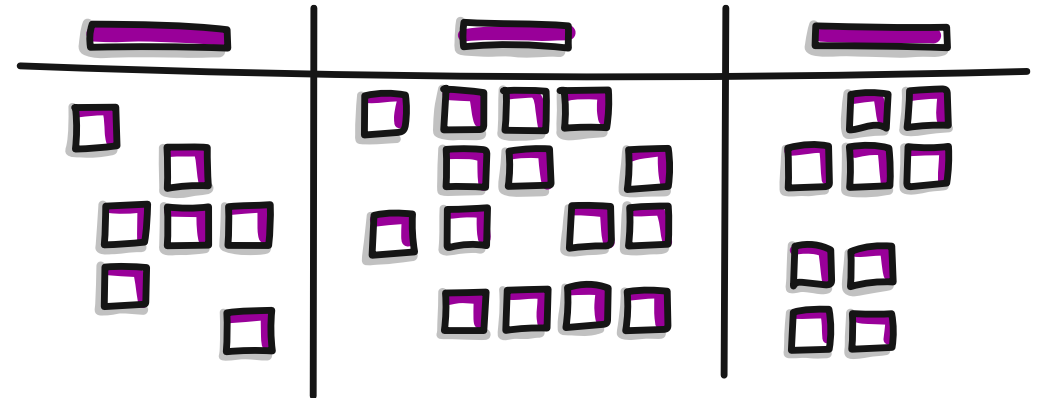
What resources do partners bring to the table?

Do we have too much or too little resources to be effective in our efforts?

Key Strategies

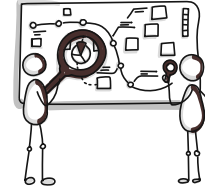
Conduct a formal or informal needs assessment.

Conduct a formal or informal asset map – keeping in mind assets at the individual, organizational, and community level.



Think back to the
experience we recalled
earlier...

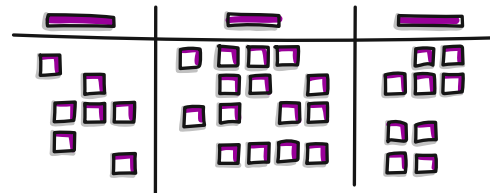
What did you
notice about
these factors?



History.



**Competition
& Turf.**



Resources.

Conflict.

Key Questions

Do we have a healthy mechanism for addressing conflict proactively?

Key Strategies

Create safe spaces to share opinions and ask questions.

Actively listen and set judgment aside.

Identify shared solutions.



Results.

Key Questions

Do we have a healthy balance between planning and action?

Is our effort meaningful and worthwhile?

Key Strategies

Identify and document clear goals.

Collect data to evaluate efforts and communicate results often.

Celebrate successes and course correct when efforts aren't meeting expectations.



Access.

Key Questions

Do the logistics of the effort encourage participation or hinder it?

Are we transparent with information and processes?

What changes can be made to improve access?

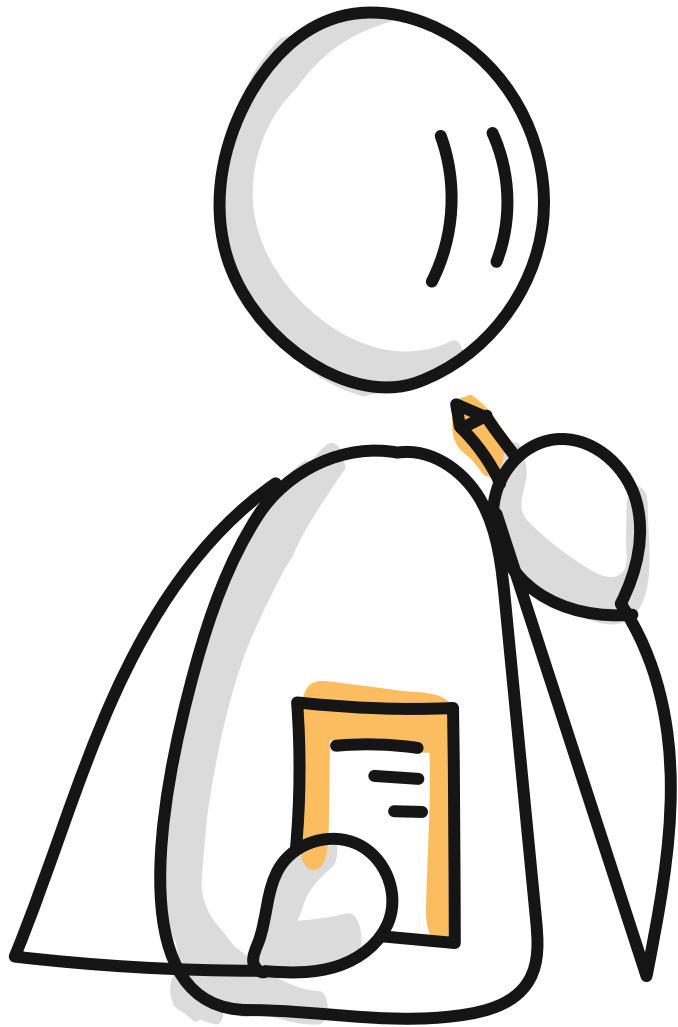
Key Strategies

Identify stakeholders that should be involved and their unique needs.

Ask for feedback/guidance from relevant stakeholders.

Communicate in multiple ways.





Think of a collaboration that you are currently struggling with.

Which of these factors might be at play?

Write down one strategy that you are willing to experiment with in the next month to improve the collaborative process.

Questions and Shares

