

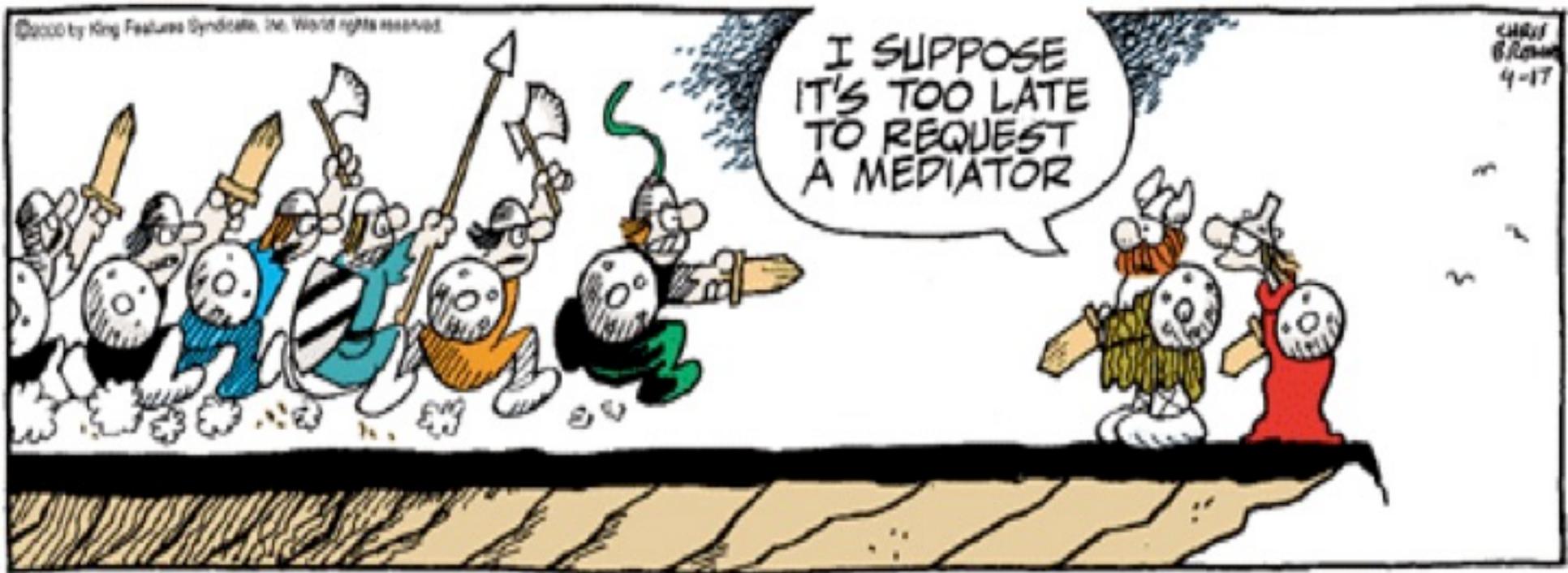


Partnership CORE COMPETENCIES

**April 18, 2017
Engaging in Partnerships
Training
Leigh Goldberg**

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CHUCK
BROWN
4-17



I SUPPOSE
IT'S TOO LATE
TO REQUEST
A MEDIATOR

TODAY'S PRESENTATION

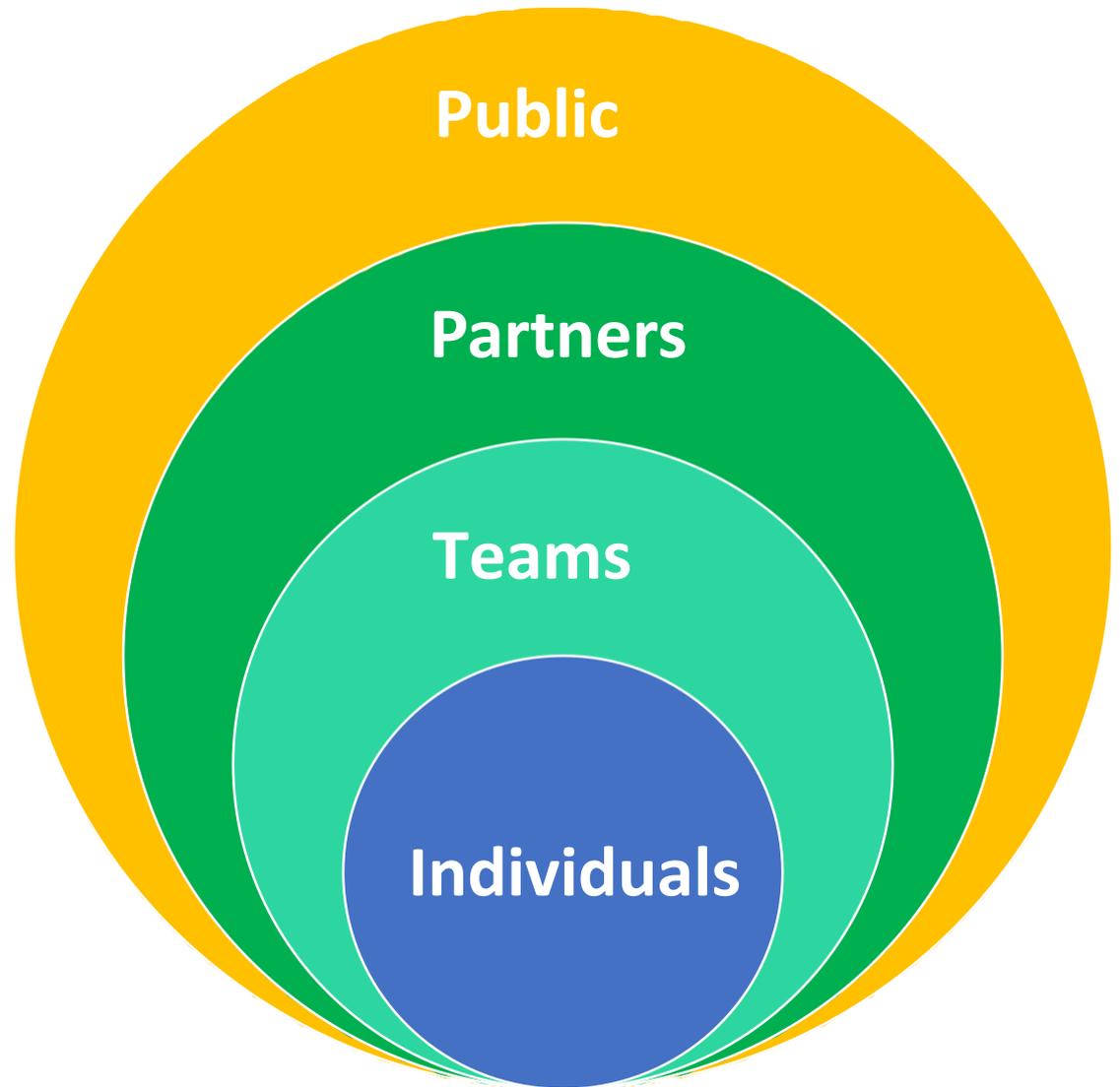
- Why Focus on Core Competencies?
- 2 Great Frameworks
- Review 4 Core Competencies
- Self-Assessment
- Partnership Personal Action Plan
- More Resources

Why Focus on Core Competencies?

- Partnerships are central to the Department's Transformation
- Have to deliberately cultivate
- Back to the basics during big change
- More tools in your toolbox



Where do
I get to
apply these
skills?



Partnerships are a marathon, not a sprint!



What is a Core Competency?

- A group of knowledge, skills, abilities attitudes, and behaviors necessary to successfully complete one's job.



2 Frameworks for Partnership Competencies

Brian O'Neill's

21 Partnership Success Factors



(1941 – 2009)



Partnership and Community Collaboration Academy

www.partnership-academy.net

A competency is a group of knowledge, skills, abilities, attitudes and behaviors necessary to successfully complete a given task required by a particular job.

The following 22 partnership and collaboration competencies, as defined by the Office of Personnel Management, are the foundation for the Managing by Network course.

1. Accountability
2. Collaborative Leadership
3. Conflict Management
4. Consensus Building
5. Community Collaboration
6. Developing and Managing Agency Agreements for Partnerships
7. Donation and Fundraising Activities in Partnerships
8. Entrepreneurship
9. External Awareness
10. Facilitation
11. Financial Management
12. Influencing/Negotiating
13. Leveraging Partnerships
14. Partnering
15. Partner Cultural Awareness
16. Partnership Management
17. Planning and Evaluation
18. Political Savvy
19. Strategic Thinking
20. Team Building
21. Teamwork
22. Vision

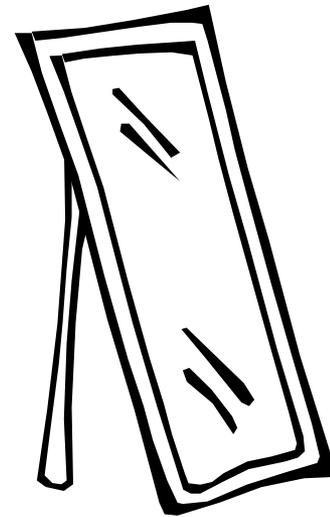
Core Competencies Review

**A Beginner's
Mind**

**Partner
Cultural
Awareness**

**Relationship
/ Trust
Building**

**Collaborative
Leadership**



Competency #1: A Beginner's Mind



Partnering oftentimes requires a whole new cookie cutter.



Competency #2: Build Relationships and Trust



Competency #2: Build Relationships and Trust



- Honor Commitments and Confidentiality
- Consistency / integrity of actions over time
- Be willing to be vulnerable

The Power of Active Listening

I'd like to understand that better. Tell me more.



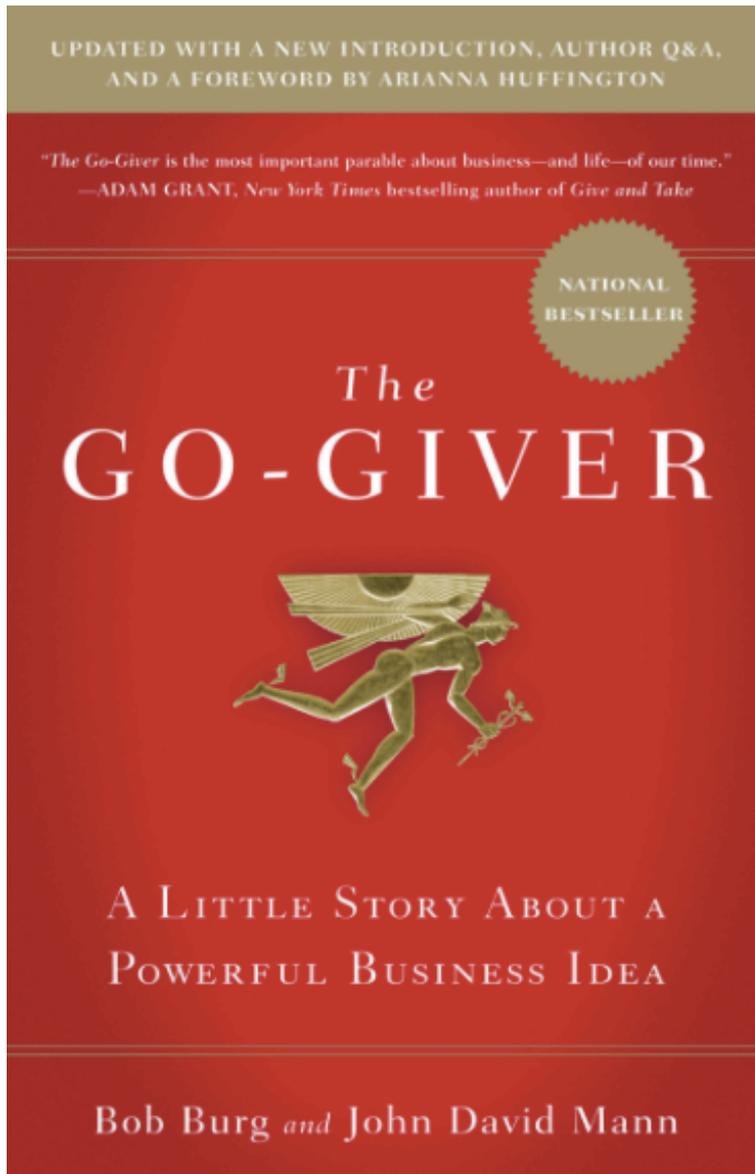
Tracking Body Language and Tone is Key for Active Listening

When we communicate face-to-face:

- words we speak account for 7%
- body language accounts for 55%
- tone of voice accounts for 38%

So what about phone conversations?

- tone of voice jumps to 86%
- words we speak are 14%



Be a “Go-Giver”

- Puts the focus on always adding value
- Is more passionate about what one is giving than what one is getting

Competency #3: Partner Cultural Awareness



How well do you know and understand your partner?

Cultural Attributes:

- mission
- practices
- people
- governance
- traditions
- financial structure and capacity
- institutional history



How well do you share your organization's culture with your partner?

Cultural Attributes:

- mission
- practices
- people
- governance
- traditions
- financial structure and capacity
- institutional history



What is Partner Cultural Awareness?

(PART I)

Acknowledges,
understands, respects,
and communicates
partner's culture that is
based upon:



Cultural Attributes:

- ❑ mission
- ❑ practices
- ❑ people
- ❑ governance
- ❑ traditions
- ❑ financial structure and capacity
- ❑ institutional history

What is Partner Cultural Awareness?

(PART 2)

- Finds ways to value the difference
- Partner's culture contributes to strengthen the mutual endeavor
- Finds ways to integrate these differences into a workable operating culture for the overall partnership

Cultural Attributes:

- ❑ mission
- ❑ practices
- ❑ people
- ❑ governance
- ❑ traditions
- ❑ financial structure and capacity
- ❑ institutional history

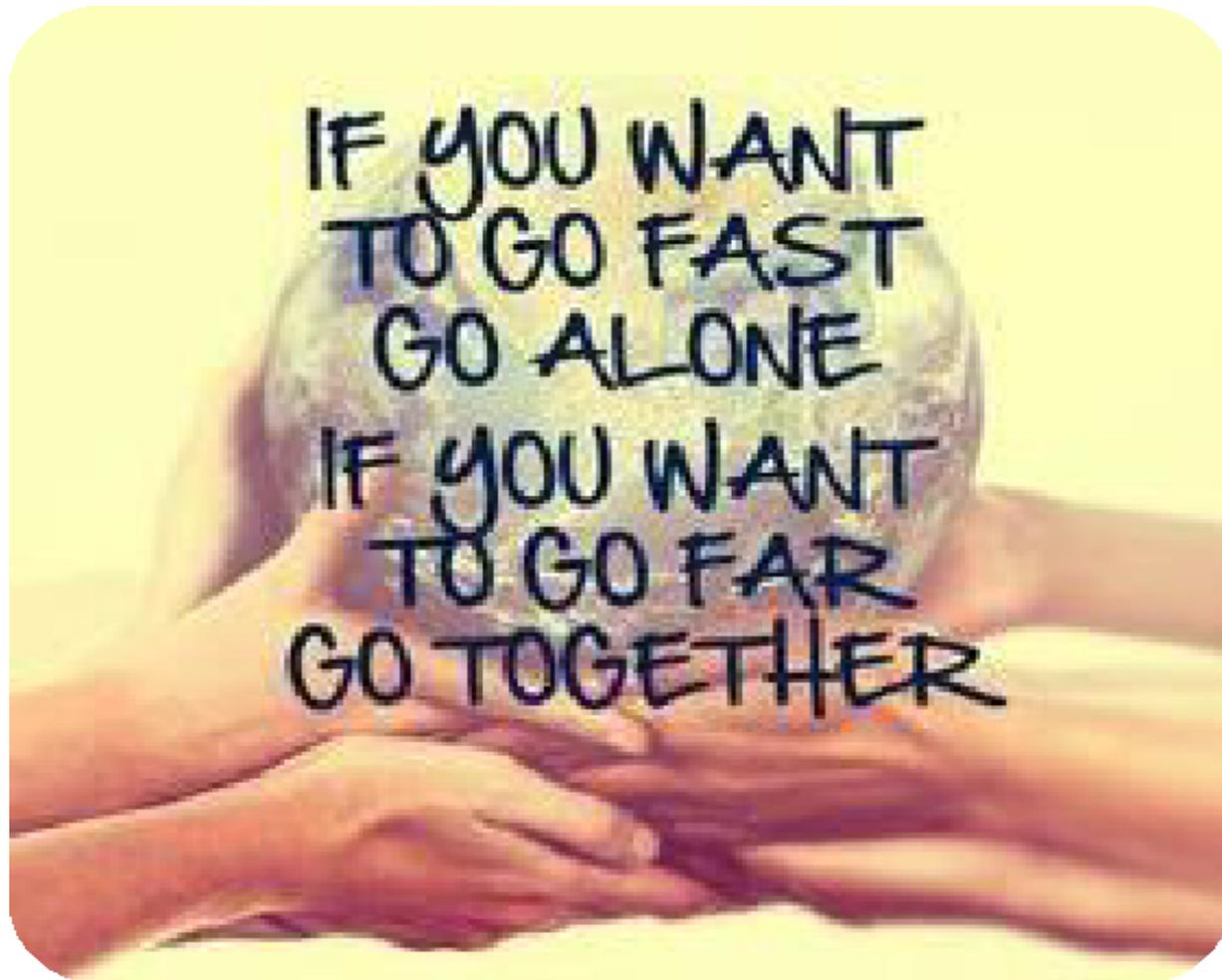
How have you found ways to leverage these differences?

Describe 1 - 2 attributes of a partner that differ from your organization

Cultural Attributes:

- mission
- practices
- people
- governance
- traditions
- financial structure and capacity
- institutional history

Competency #4: Collaborative Leadership



What is Collaborative Leadership?

1. Work peer-to-peer
2. Foster cooperation, team spirit, and group identity
3. Share in accomplishments



Who is someone you know who embodies collaborative leadership and why?



Core Competencies Self-Assessment

**A Beginner's
Mind**

**Partner
Cultural
Awareness**

**Relationship
/ Trust
Building**

**Collaborative
Leadership**



Create your Partnership Personal Action Plan

1 - 3

- **Set intentions for skill building**
- **Have a beginner's mind. Be curious.**
- **Be willing to be vulnerable.**

4 - 6

- **Cultivate your peer network.**
- **Seek out tools and study up.**
- **Seize opportunities to practice skills.**

7 - 9

- **Learn from mistakes as well as what works.**
- **Ask for feedback.**
- **Acknowledge yourself and have fun.**

Practice, Practice, Practice



Love Your Job!

Successful
partnerships
increase personal
job satisfaction
and fulfillment



Where can I go for more resources?

- partnership-academy.net
- OneTam.org
- Reach out to your peer network!
- Leigh Goldberg Consulting at goldberg.leigh@gmail.com

