

ASSESSING YOUR PARTNERSHIP NEEDS AND ASSETS

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SESSION OUTLINE

- ◉ Examine key factors/elements for planning a successful partnership
- ◉ Plan for the key elements of a joint work plan for a community-research partnership
- ◉ Consider challenges to maintaining partnerships & methods of prevention



KEY ELEMENTS OF PLANNING PARTNERSHIPS

1. What are the mission, goals, & objectives of the proposed collaborative research?
2. How will you develop and organize your partnership?
3. What resources are available to support the partnership/project?
4. How will you assess or evaluate the partnership & project?



1. ENVISION YOUR PROJECT

- ◉ What is your research question?
- ◉ Why do you each want to answer this question?
- ◉ What do you each want to do with the answer to the question?
- ◉ What will be different in your work and community if you answer the question?
- ◉ What skills do you hope to learn through this project?



2. HOW WILL YOU DEVELOP AND ORGANIZE YOUR PARTNERSHIP?



KEY FACTORS FOR AN EQUITABLE PARTNERSHIP

1. Strong relationships & collaborations
2. Trust, mutual respect & open communication
3. Shared decision-making & teamwork
4. Capacity building - partners, staff, community
5. Meaningful roles for partners
6. Defined goals, policies, protocols & procedures
7. Achieved or exceeded goals & objectives
8. Community focus
9. Sustained interventions, resources, partners



3. WHAT RESOURCES ARE AVAILABLE TO SUPPORT THE PARTNERSHIP?

Communities bring:

- Closer connection to lived experience of community
- Understanding of cultural contexts
- Experience with collaborations
- Access to facilitators and arbitrators
- Understanding program design and implementation
- Access to some funding
- Ability to affect community-level change

Researchers bring:

- Experience conducting research
- Access to some funding
- Methodological expertise
- Research infrastructure, including personnel
- Access to other researchers
- Awareness of publication sources
- Theoretical frameworks
- Access to credibility
- Ethics review process
- Ability to affect policy change



4. HOW WILL YOU ASSESS OR EVALUATE THE PARTNERSHIP & PROJECT?

- ◉ Leadership and participation
- ◉ Comfort level for expressing opinions
- ◉ How well the group recognizes and addresses conflicts and problems
- ◉ How well the group works together
- ◉ Level of influence/power of members in the group
- ◉ Perceived level of trust
- ◉ Meeting organization, agenda setting, facilitation, and staffing
- ◉ Sense of ownership/belonging to the group
- ◉ Accomplishments/impact of group

Schulz, et al, Instrument for evaluating dimensions of group dynamics within community-based participatory research partnerships, 2003



CHALLENGES TO MAINTAINING PARTNERSHIPS

- ◉ Lack of clarity about roles, priorities, responsibilities, values, perspectives
- ◉ Cultural & social differences (e.g., race, gender, socio economic status, education)
- ◉ Unexpressed expectations, hopes, dreams
- ◉ Differences in styles, energies, communication skills, external commitments and responsibilities
- ◉ Differences among members organization's structures and processes



OTHER BUMPS ALONG THE ROAD

- ◉ Maintaining balance of power and work throughout the study
- ◉ Competing bottom lines (services vs. research)
- ◉ Community vs. scientific dissemination of results
- ◉ Unexpected or negative results
- ◉ Miscommunication and misunderstandings
- ◉ Turn-over of co-PI, project team and/or CBO leadership
- ◉ Institutional rules and regulations
- ◉ Lack of financial resources to finish the project



RESEARCHERS AND COMMUNITY: PLAN FOR PARTNER DIFFERENCES

- ◉ They have very specific jargon
- ◉ They bring different skills and experience
- ◉ They have different accountability structures and 'bottom lines'
- ◉ They have different timelines and calendars
- ◉ They are not usually used to working with each other on a daily basis



AN OUNCE OF PREVENTION

1. Team members build trust by sharing knowledge of own working styles, personalities, and histories
2. Team members develop tools to master conflict
3. Team members participate in accurate self-assessment of self and team function
4. Team members clarify and commit to operational and behavioral principles, purpose, values, strategy, goals, roles, and team expectations around behavior

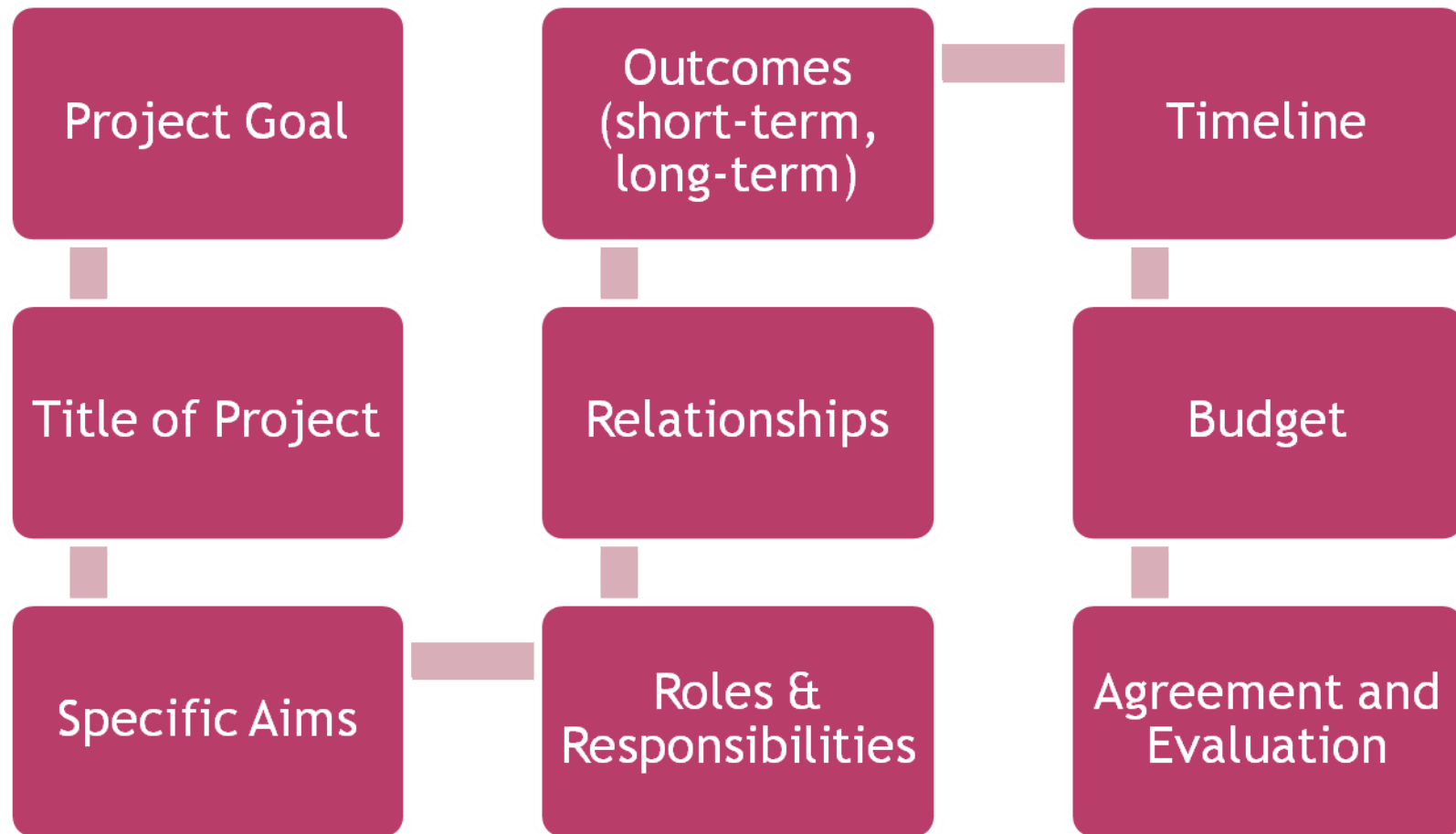


WHO ARE YOU?

- ◉ Take a few minutes and write down five words or short phrases that express your working style
- ◉ Share these with your partner
- ◉ What did you learn?



SETTING UP A JOINT WORK PLAN





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