

PARTNERSHIPS THAT TRANSFORM: A PEER-TO-PEER EXPLORATION OF EFFECTIVE GRANT COLLABORATIONS

PEER-TO-PEER CALL

SEPTEMBER 26, 2023 | 3:00-4:30 PM (EASTERN)



WELCOME AND INTRODUCTIONS

HELLO

my name is

Please share in the chat:

- Your name, organization, and role.
- The best thing you did all summer!
- Any burning questions or discussion interests about building or growing strong partnerships.

AGENDA



- Welcome and Introductions
- Agenda Review
- Discussion
 - Building Strong Partnerships: Benefits and Common Challenges
 - Identifying and Engaging Strategic Partners
 - Leveraging Partners' Expertise and Resources Effectively
 - Partnership Negotiation and Agreements
 - Effective Collaboration Strategies
 - Growing and Sustaining Long-Term Partnerships
 - Measuring Partnership Impact
- Resources
- Closing Poll and Wrap-Up

SUPPORTING EFFECTIVE VIRTUAL CONVERSATION



ENGAGE EVERYONE



BE HEARD AND SEEN



ACKNOWLEDGE SPEAKER



MAXIMIZE MICROPHONES



MINIMIZE NOISE



MAXIMIZE VISUAL DISPLAYS



BUILDING STRONG PARTNERSHIPS: BENEFITS AND COMMON CHALLENGES

BENEFITS OF STRONG PARTNERSHIPS



Amplified Impact

Collaborative partnerships allow organizations to pool and leverage their resources, expertise, and efforts, leading to greater overall impact.



Enhanced Scalability

Through partnerships, initiatives can be scaled more effectively. Instead of reinventing the wheel, partners can replicate successful models, adapt them to new contexts, and extend their impact to different regions or populations.



Innovation

Partnerships encourage the exchange of ideas and approaches.



Longevity

Partnerships can outlive the duration of individual projects. Building lasting relationships contributes to sustained impact, as partners continue to collaborate on multiple initiatives over time.

COMMON PARTNERSHIP CHALLENGES

- Missing or “ghost” partners
- Competition, “credit”-seeking, and lack of trust vs. collaboration
- Lack of alignment around a shared vision and mission
- Lack of clarity around roles and responsibilities
- Duplication of efforts and investments
- Resource or expertise imbalances
- Inequitable power dynamics or benefits
- Communication barriers and/or cultural differences
- Autonomy vs. consensus building and shared decision making
- Day-to-day implementation, management, and administrative challenges
- Sustainability

***Which of these resonate the most? Are there others you would add?
How have you worked to overcome these challenges?***



IDENTIFYING AND ENGAGING STRATEGIC PARTNERS

CRITICAL STRATEGIC PARTNERS

Who is at your table? Who else should be?

- Workforce Development Boards and other workforce organizations
- Subrecipients and operational service providers
- Education and training providers
- Industry organizations
- Community based organizations/wrap-around service providers

STRATEGIES FOR EXPANDING STRATEGIC PARTNERSHIPS

- **Needs Assessment:** What resources and expertise does your project lack? Which partners in your community can fill those gaps?
- **Shared Passion, Vision, and Values:** Which organizations share your passion and aspirations?
- **Alignment of Organizational Objectives:** Which partners share or complement your organization's mission and goals?
- **Finding “Friends of Friends”:** How can you connect with new partners through your existing partners' networks and relationships?
- **Mapping Stakeholders:** How could you use mapping – of social networks, individual organizations, or types of organizations – to identify new opportunities for connection and collaboration?

What other strategies have you used to expand your partnerships?



LEVERAGING PARTNERS' EXPERTISE AND RESOURCES EFFECTIVELY

KEY PRINCIPLES IN THE ALIGNMENT AND LEVERAGING OF RESOURCES AND EXPERTISE

- Everyone doesn't have to do everything. Let the experts do what they do best.
- Think expansively about “resources” to include funding, human capital, services, knowledge, talent, time, technology, equipment, etc.
- Create conditions for each partner to maximize their unique contributions and talents.
- Harness individual strengths and assets to achieve greater collective impact.

What other principles guide your efforts to align and leverage partners' resources and expertise?

MAPPING FOR RESOURCE IDENTIFICATION AND INTEGRATION

Need Area: Childcare Assistance for Participants in Training

Which partners have this resource?	What types of resources do they have?	What are allowable uses of this resource?	Are there any restrictions on use of this resource?	How much of this resource is available?	Is this resource time-limited?	How must use of this resource be tracked and reported?	How could this resource be integrated into our project?



PARTNERSHIP NEGOTIATION AND AGREEMENTS

NEGOTIATION

Negotiation facilitates partner agreement on expectations and lays the foundation for productive future collaboration.

Starts with shared understanding to find common ground

Features open communication

Strives to ensure equitable benefit

Demonstrates flexibility

Seeks to resolve ambiguity

Ensures alignment with the collective vision and goals

AGREEMENTS

Partnership agreements, put in place early on, **formalize expectations and shared commitments**, provide a **roadmap for collaboration**, and help partners **avoid conflict** down the line.

Key elements include:

Statement of commitment to the shared vision and mission

Roles and responsibilities

Expected performance outcomes, deliverables, and milestones

Timelines and deadlines

Resource contribution commitments

Administrative and reporting requirements

How have you formalized your partnership agreements? What elements have been particularly important?



EFFECTIVE COLLABORATION STRATEGIES

EFFECTIVE COLLABORATION STRATEGIES: What approaches are you using?



Clear and
Frequent
Communication



Shared Goals
and Individual
Roles



Mutual Respect



Conflict
Resolution



Regular
Meetings



Trust Building



Inclusive
Decision-Making



Flexibility and
Adaptability



Resource and
Knowledge
Sharing



MEASURING PARTNERSHIP IMPACT

Why measure partnership impacts and value?

Measuring partnership impacts (beyond grant-required metrics) can help you:

- Hold partners accountable to partnership-level commitments and contributions
- Determine whether strategies and investments are working as desired
- Advance learning, iteration, and continuous improvement
- Tell your “story” to partners, funders, stakeholders, and the public
- Attract new partners to join your efforts
- Attract new and more diverse resources to support sustainability

METHODS FOR MEASURING BOTH TANGIBLE AND INTANGIBLE IMPACT

**Quantitative
Metrics**

**Qualitative
Assessments**

**Stakeholder
Feedback**

**Comparative
Analysis**

Case Studies

**Cost-
Benefit/ROI
Analysis**

**Long-Term
Tracking**

**Goal
Achievement**



GROWING AND SUSTAINING LONG-TERM PARTNERSHIPS

CRITICAL SUCCESS FACTORS

- Deliver on promises (equitable value and benefits) to partners
- Communicate transparently and frequently
- Host regular check-ins and opportunities for collaboration
- Celebrate milestones and successes
- “Fail fast” and leverage learning for shared growth
- Anticipate change and foster a culture of adaptability
- Assess and adjust vision and goals as needs evolve
- Seek opportunities for resource renewal and expansion

What other factors have been essential to the longevity of your partnerships?



Q&A and DISCUSSION



RESOURCES

PARTNERSHIP RESOURCES

- Collective Impact resources
 - About the Collective Impact model: https://ssir.org/articles/entry/collective_impact
 - Collective Impact Forum: <https://collectiveimpactforum.org/>
 - Tamarack Institute: <https://www.tamarackcommunity.ca/collective-impact>
- Appalachian Regional Initiative for Stronger Economies (ARISE) Multistate Collaboration Toolkit (Appalachian Regional Commission, 2022)
 - https://www.arc.gov/wp-content/uploads/2022/08/Case-Studies-Toolkit_Final_081522r1.pdf



CLOSING POLL AND WRAP-UP

POLL



On a scale of 1 to 5, with 1 being the lowest and 5 being the highest, how useful was this call for supporting your efforts to build and grow strong partnerships?

- 1 – Not at all useful
- 2 – Slightly useful
- 3 – Moderately useful
- 4 – Very useful
- 5 – Extremely useful

UPCOMING EVENTS

- October Peer-to-Peer: Accelerating Performance
- November Peer-to-Peer: Strengthening Employer Partnerships



THANK YOU!