



"DEVELOPING POWERFUL PARTNERSHIPS"

Heartland Conference

June 9, 2004

Andy Beck

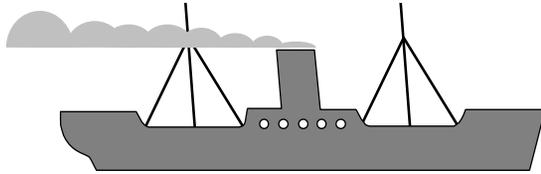
School & Main Institute, Boston, MA

Sharon Dreyer

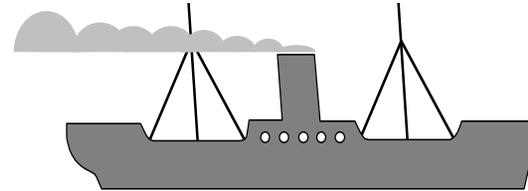
Iowa Workforce Development, Des Moines, Iowa

PARTNER

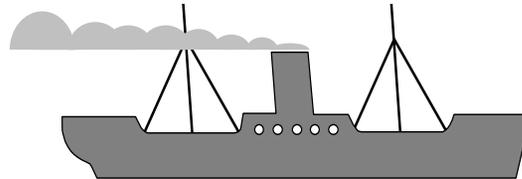
SHIPS



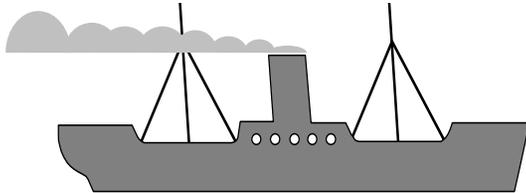
HOSPITALS



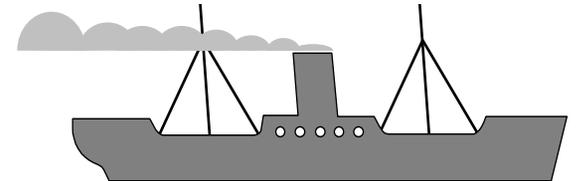
GOVERNMENT



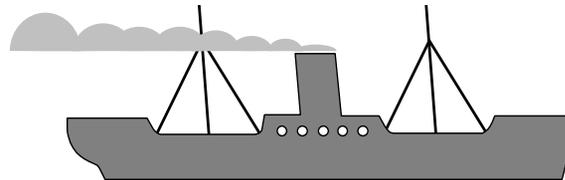
SCHOOLS



DOCTORS/NURSES

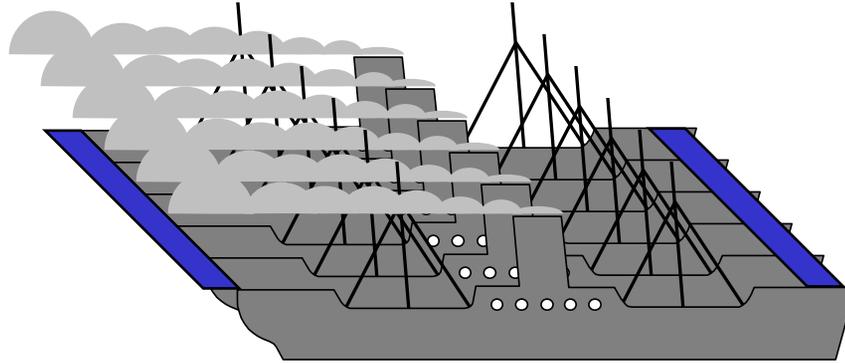


YOUTH & FAMILIES



**COMMUNITY BASED
ORGANIZATIONS**

PARTNERSHIPS





CREATING A "STUFF LIST"

TASK:

Brainstorm a list of all the organizations, institutions, programs, projects, people, etc. that are involved in youth development in your community.



NEW THINKING

BUILDING SYSTEMS / NOT PROGRAMS

- **HOW IS OUR "STUFF"
CONNECTED? FOCUSED?**
- **DO WE NEED MORE "STUFF"?**

Who's Job is This?

**There is no Office of Coordination
or...**

**Director of Collaboration in any
community we have ever been....**

It is our work to do.....

The Partnership Dilemma...

24,000

14-23 year olds

9,000

WIA Eligible

600

Earmarked for services
under current budgetary
guidelines

HINDS COUNTY, MS

★ 35,000

14-23 year olds

★ 21,000

WIA Eligible

★ 627

Earmarked for services
using current resources

What does your partnership
want to be about?



THE PARTNERSHIP PUZZLE

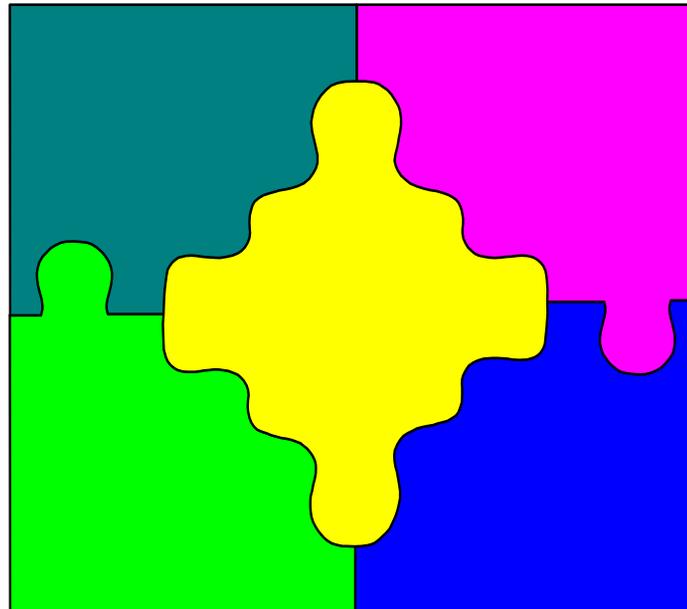
- **BUDDHA WAS RIGHT!**
- **PARTNERSHIP IS A VERB**
- **THIS IS NOT SEQUENTIAL**
- **YOU'LL NEVER BE "DONE"**

KEYS TO PARTNERSHIP SUCCESS

NEW THINKING

COLLABORATIVE
IMPLEMENTATION

SELF
INTERESTS



INFRASTRUCTURE

VISION OF
RESULTS

FOUNDATION BUILDING
BLOCKS



SELF INTERESTS

RETURN ON INVESTMENT

- **WHY AM I HERE?**
- **WHY WILL I STAY?**



EXPLORING PARTNER SELF INTERESTS

QUESTIONS:

- 1) Why is it in your and/or your organization's self interest to participate in this effort?
- 2) 18 - 36 months from now - What will you and/or your organization need to be getting on an ongoing basis to stay engaged in this work? Identify your most critical need.

REMEMBER: NO YOUTH!



PARTNER SELF INTERESTS

BUSINESS

**Trained Workforce
More Customers**

K-12 ADMIN.

**Clear Expectations
Community Support**

K-12 OTHERS

**Instructional Resources
Job Security**

ELECTED OFFICIALS

**Re-election
Bond Issue Support**



PARTNER SELF INTERESTS

CBOS

**Involvement & Access
Financial Support**

POST-SEC.

**Higher Enrollments
Credibility w/Business**

PARENTS

**Relevant Curriculum
Jobs for Their Kids**

**WFB
STAFF**

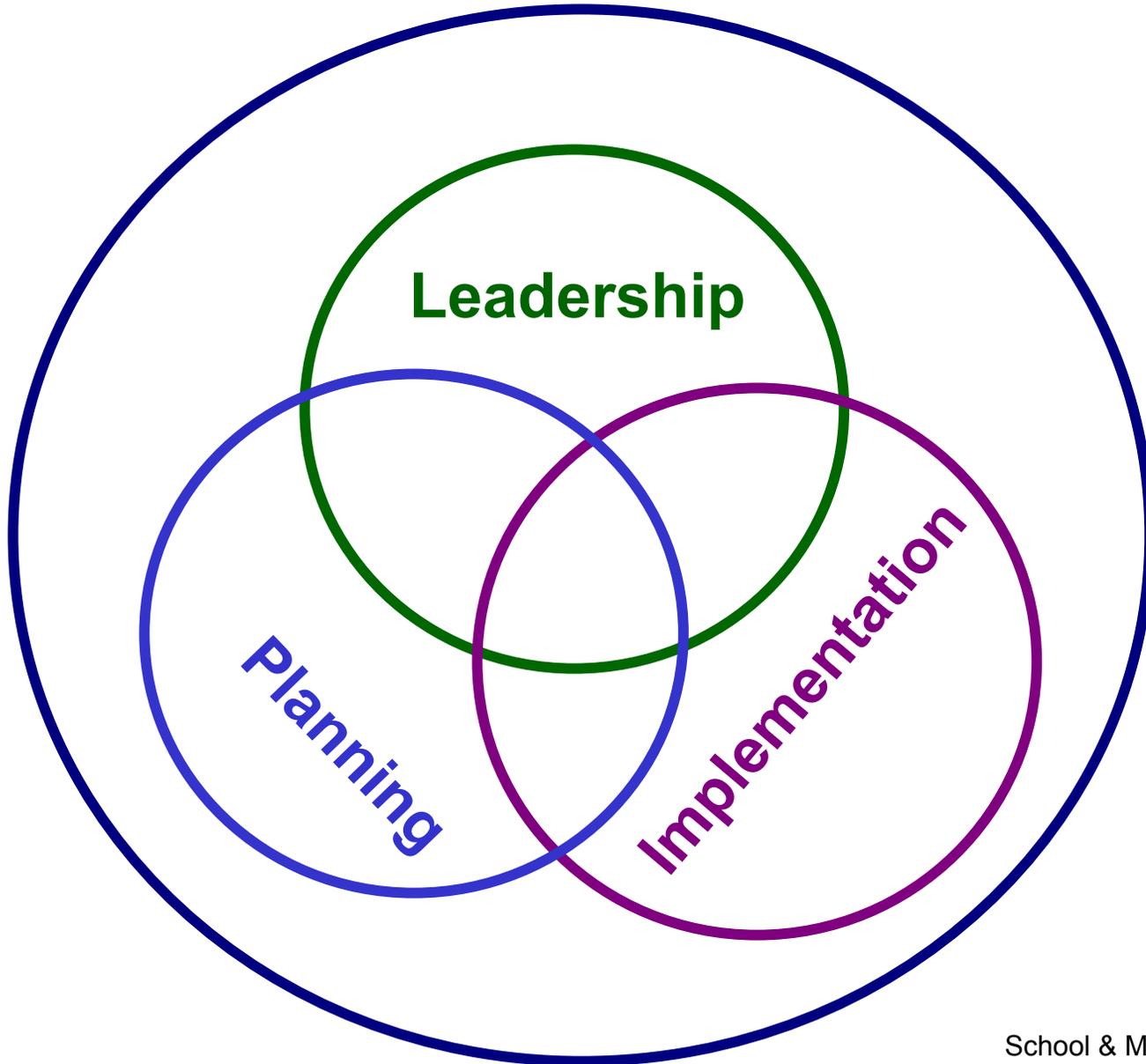
**Access to Partners
Stable Resource Base**

Team Time #2 - "Utilizing Your Assets" Youth Investment Asset Mapping Tool A

Goal:

Institutions, Organizations				
Purpose/Clients				
Activities				
Partners				
Expected Outcomes				
Other				

Infrastructure Functions



AN INFRASTRUCTURE FOR BUILDING SYSTEMS

Leadership Functions

- Ensure Creation of Vision
- Market Vision
- Recruit Critical Partners
- Assign Staff
- Ensure Resources Available
- Determine Operating Structure
- Approve Implementation Plans or Proposed Improvements
- Clear Blocks / Barriers
- Ensure Policy Development and Changes
- Ensure Expansion

Planning Functions

- Create Implementation Plans or Revise Based on Proposed Improvements
- Secure Needed Resources
- Become Chairs of Implementation Teams
- Recruit Implementers
- Orient and Supervise Implementation Work
- Target and Solve Problems / Barriers
- Report to Leaders
- Advocate for Policy Changes
- Endorse Expansion

Implementation Functions

- Form Implementation Teams
- Design and Implement Strategies
- Propose Improvements Based on Evaluation Results
- Identify Resource Needs
- Recruit More Implementation Team Members
- Identify Problems / Barriers
- Identify Needed Policy Changes
- Design and Implement Improvement Strategies



BUILDING AN EFFECTIVE INFRASTRUCTURE

- 1. Given the membership of your current core group, which of the critical leadership, planning and implementation functions are you and your partners capable of addressing?**
- 2. Which functions need attention? Who needs to be engaged so these functions are more effectively addressed?**

REMEMBER: Your STUFF LIST.

Staff facilitate, partners do!

Authority / Influence / Expertise

DEVELOPING A STRUCTURE FOR SUCCESS

LEADERSHIP FUNCTIONS

Functions covered:

Functions needing attention (& action steps - who needs to be engaged, etc.):

PLANNING FUNCTIONS

Functions covered:

Functions needing attention (& action steps - who needs to be engaged, etc.):

IMPLEMENTATION FUNCTIONS

Functions covered:

Functions needing attention (& action steps - who needs to be engaged, etc.):

The Resource Base For Partnership Activities

PEOPLE



Ideas
Expertise
Access
Time



MATERIALS

Supplies
Space
Machinery
Transportation
Other goods/services

MONEY

Direct funding
Restricted funding
Matching funds
Leveraged funds



WHY COLLABORATE / WHY PARTNER?

- Broad-based ownership of the problem or need and its solution
- Convening mechanism/forum for exploring common interests and agendas
- Broad view of community assets
- Cost effective delivery of certain functions and support
- Integration or coordination of efforts - avoids duplication
- Leverage
- Staff leadership development opportunity
- Networking opportunity
- "One stop" shopping

