

12/3/2018

ROADMAP TOWARD A MORE SUCCESSFUL COLLABORATION

JUDGE WILLIAM THORNE

KARAN KOLB

SUZANNE M. GARCIA



TRIBAL LAW AND POLICY INSTITUTE

INDIAN NATIONS CONFERENCE - DECEMBER 6, 2018

WHAT WE'RE GOING TO COVER TODAY

• A Planful Approach to Collaboration

- Internal Planning
 - Setting Goals
 - What Are You Hoping to Achieve?
 - Defining "collaboration"
 - Creating Your Team
 - Setting Timelines
 - Assessing Your Readiness to Collaborate
 - Set Internal Ground Rules
 - Acknowledge History and Context
- Planning with Your Partner

• Today's Goals:

- Review topics in the resource
- Discuss best practices and lessons learned
- Answer questions



Indian Nations Conference December 6, 2018

2

12/3/2018

- Recent fiasco:
 - Information wasn't exchanged properly and a ball got dropped
 - Parties come together about the issue but there are no real deadlines
- New regulations:
 - Trafficking of children
 - Family First – services must meet a specific criteria in order to be funded
 - Parties come together about a compliance issue which may or may not have deadlines
- Same challenge:
 - Substance abuse
 - How to strengthen the peoples' protective factors?
- Relationships:
 - Two people from each partner know and trust each other and came up with a great idea for better meeting families' needs
 - Hairbrained ideas over coffee – trusting relationship and champions built in to the project

WHY COLLABORATE?



- **Internal Planning**
 - Setting Goals
 - What Are You Hoping to Achieve?
 - Defining “collaboration”
 - Creating Your Team
 - Setting Timelines
 - Assessing Your Readiness to Collaborate
 - Set Internal Ground Rules
 - Acknowledge History and Context
- **Planning with Your Partner**

A PLANFUL APPROACH TO COLLABORATION - OVERVIEW




12/3/2018

- **What are you hoping to achieve?**
- **What?** –
 - “Learn More About Each Other’s System”
 - “Joint protocols to address substance use”
- **How?**

INTERNAL PLANNING

SETTING GOALS




Indian Nations Conference December 6, 2018

5

- **How?**
 - Levels of collaboration
 - 1. No cooperation—efforts to help the other operate are absent.
 - 2. Minimal levels of cooperation—there are some efforts to provide help to the other jurisdiction so that both operate more efficiently.
 - 3. Full cooperation—the organizations work together so that they each operate at maximum efficiency, but their operations are completely independent.
 - 4. Collaboration—at this level there is interaction whereby the jurisdictions not only operate at maximum efficiency themselves, but actively seek to help the other operate better through some interactive efforts
 - 5. Co-creation At this level the jurisdictions are working together to create systems and tools so that they can maximize the results for each through joint efforts at all possible levels

INTERNAL PLANNING

SETTING GOALS



Indian Nations Conference December 6, 2018

6

12/3/2018

- Will depend on the goal of your collaboration
- As your relationship builds and goals change, members of your teams may change
- Invite people that
 - Will set a good tone for the group and have good insight about the history of the relationship and what can be done to improve it
 - Are elected leadership
 - Have skills you need to accomplish the goal?
 - Who is going to help you behind the scenes?
- Might need a number of teams
 - A small one to get collaboration started and sustain it
 - A larger work group who attends meetings on an as-needed basis to discuss specific issues

INTERNAL PLANNING

CREATING YOUR TEAM



- What events and activities are impacting the work at your jurisdiction?
 - Is domestic violence prevention month coming and will a number of your staff be preoccupied with events?
 - Will a large number of staff be gone for training?
- Will you need to build in time to develop political support for what you are trying to accomplish?

INTERNAL PLANNING

SETTING TIMELINES




12/3/2018

- We are supportive of collaboration and think it's a good idea.
- We understand what is involved in collaboration (e.g., recognize that collaboration will mean a change in the status quo).
- We understand the added value of collaboration (e.g., additional knowledge and expertise, additional resources, comprehensive solutions).
- Our leadership supports our desire to collaborate (e.g., is willing to provide necessary resources, such as staff time and meeting space).
- We have the right people on board to foster and maintain collaboration (e.g., individuals with facilitation and consensus-building skills).
- We are motivated for partners to join, and we can articulate our motivation in a clear and positive way.
- We have a clear purpose to present to partners

INTERNAL PLANNING

ASSESSING READINESS




Indian Nations Conference December 6, 2018

9

- We are willing to listen and learn about our partner's systems, their values, their strengths, and their challenges, and understand how that might limit their ability to do what we want them to do
- We are willing to share control and work for the mutual benefits of all.
- We are prepared to engage in genuine, respectful dialogue; use active listening skills; and participate in open and transparent sharing of information.
- We are willing to have hard conversations and try to work through them
- We are willing to bring in people that our partners trust in order to facilitate the conversations
- We have the organizational capacity to enable partnering (e.g., administrative support, technology tools).
- We have a good record to share with partners (e.g., are fiscally sound, have a good reputation in the community).
- We are committed to continuous quality improvement and are ready for the long haul.

INTERNAL PLANNING

ASSESSING READINESS (CON'T)



Indian Nations Conference December 6, 2018

10

12/3/2018

- Commonly established ground rules can include the following subjects:

- **Communication**- How will the team communicate? –if you have a key team member who prefers phone calls to emails, it's important to recognize that up front. It might not be that your newly established partner is ignoring you, it might be that she only responds to emails at the end of the day.
- What is the internal decision-making process? Example: team members are invited to show their level of support for a proposed resolution in a more detailed manner:
 - I can easily support the decision or action.
 - I can support the decision or action, but it may not be my preference.
 - I can support the decision or action with minor changes.
 - I support the will of the group, but I don't necessarily agree with the decision or action.
 - I cannot support the decision or action.

INTERNAL PLANNING

GROUND RULES



INTERNAL PLANNING

ACKNOWLEDGE HISTORY & CONTEXT



12/3/2018

- **Planning With Your Partners**

- Setting Goals
 - What Are You Hoping to Achieve?
 - Defining “collaboration” (how)
- Creating Your Team
- Setting Timelines
- Assessing Your Readiness to Collaborate
- Set Internal Ground Rules
- Know Your History and Context

A PLANFUL APPROACH TO COLLABORATION



- **Planning With Your Partners**

- Create a Logic Model
 - Goal
 - Current situation
 - What needs to be changed to get from the current situation to your goal
 - Resources each partner bring
 - What activities need to be done to create that change?
 - What T/TA you need to support that change
 - How you know you've changed things for the better -

A PLANFUL APPROACH TO COLLABORATION



12/3/2018

- **Implementing With Your Partners**
- Create a Work Plan
 - Keep holding meetings
 - Delegate
 - Assess progress

A PLANFUL APPROACH TO COLLABORATION



- **Sustaining the Work**
- Training Plan
 - Initial
 - Ongoing
- CQI
 - Make a decision - How often do you want to revisit the issue? 6 months? Annually?
 - Look at the data
 - Are you doing what you set out to accomplish?
 - Why or why not?

A PLANFUL APPROACH TO COLLABORATION



12/3/2018



Indian Nations Conference December 6, 2018

QUESTIONS?

Suzanne@tpi.org

