Uncovering the Secrets to Effective Collaboration

Working Together as Intervention

Margaret Adamek, PhD
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TEACHINGS...
EFFECTIVE COLLABORATIONS ARE A SYSTEM OF INTERCONNECTED RELATIONSHIPS
EFFECTIVE COLLABORATION HAPPENS THROUGH LEARNING. TOGETHER.
Ways of thinking about collaboration

‘doing’ together

‘learning’ together
Partners Conversation

• Describe a time when you were part of a collaboration or partnership that was particularly effective.

• What did you learn about collaboration from that experience?

• How have you applied what you learned in subsequent collaborative efforts?
Community Scaled Change

• Public health interventions to improve health and supportive infrastructure at a community scale
How are people getting this done?
How are people getting this done?

collaboration
NEW WAYS OF THINKING ABOUT COLLABORATION
Assumptions about Collaboration

Who’s going to do what?

• Effective way of getting work done in resource scarce times
• People contribute what they can
• We meet and email to get things done
• Individual efforts + good communication = Sum Greater Than the Parts
A New Way of Thinking About Collaboration

Collaboration as Intervention

- Requires attention and strategic approaches
- Needs framework & intentional practice to maximize effectiveness
- Is a key component of successful systems change
- Builds long-term leadership and relationships for increasingly deep or broad impacts
A new paradigm

COLLABORATION AS INTERVENTION
How do we think about this?

• Building collaborative capacity to make change in communities
  – Providing education so parents choose healthy options for their children
    • Implementing interventions
Where do we usually focus?

• Building collaborative capacity to make change in communities
  – Providing education so parents choose healthy options for their children

• Implementing interventions
A new way to think...

• Building collaborative capacity to make change in communities
  – Providing education so parents choose healthy options for their children
    • Implementing interventions
The Role of Collaboration in Making Change

- Depth
- Extent
- Sustainability
- Diffusion
- Continued innovation
Impact of Investment in Collaboration

• Connect core sense of self to a sense of personal mission about the work
• Link learning of partners to program impact
• Build strong working relationships with colleagues in communities
• Extend leadership across network of relationships
• Increases attendance and buy-in – EVEN on conference calls!
By paying attention to collaboration, you are building community-based, networked leadership positioned to make ongoing systems change
COLLABORATION IS LIKE A ‘GROUP’ MUSCLE

You have to strengthen it!
YOU HAVE TO DO IT ANYWAY, SO YOU MIGHT AS WELL GO FOR IT
IN WHAT WAYS IS COLLABORATION IMPORTANT FOR YOUR WORK?

Talk with your neighbor...
So how do we do it?

Everyone knows learning must be serious and difficult and you must remain seated at all times. No fun allowed.

TEACHINGS...
EVERY INDIVIDUAL IS A LEARNER.
EVERY GROUP INTERACTION IS A LEARNING ENVIRONMENT.
EVERY GROUP IS A LEARNING COMMUNITY
ADULT LEARNERS NEED GROUP PROCESS DESIGNED TO MEET THEIR LEARNING NEEDS.
AGENDAS ARE CURRICULUM.
MEETING DESIGN IS PEDAGOGY.
THINK LIKE A TEACHER: SCHOOL YEAR. DAILY LESSON PLAN.
3 Principles of Learning Communities

1. Partners as Learners
2. Establishing Learning Objectives
3. Designing Conversation
Principle #1

PARTNERS AS LEARNERS
How Do Adults Learn?

- Balance presentation & discussion
- Pairs and small group interaction
- Reflective inquiry to promote synthesis and application
- Review and reinforcement
Facilitating Learning

✔ Balance presentation & discussion
✔ Pairs and small group interaction
✔ Reflective inquiry to promote synthesis and application
✔ Review and reinforcement

• In what ways do meetings I attend deliberately incorporate these strategies to support adult learning?
Principle #2 - Determining what people need to learn

ESTABLISHING LEARNING OBJECTIVES
The 3 C’s

- change
- collaboration
- content
Learning Objective Examples

• Increase shared understanding of what it will take to get a new policy developed
• Build strong partnerships that enhance impact of programs
• Improve multicultural competency of leadership group
• Learn technology options for virtual collaboration that will benefit our shared work
Long-term and Just In Time Learning Objectives

• Overall learning objectives
  – Those long-term outcomes that an assessment can help inform

• Meeting-specific learning objectives
  – Those immediate objectives that you identify
    ....”what do they need to understand by the time they leave today?”
WHAT QUESTIONS DO YOU HAVE ABOUT DEVELOPING LEARNING OBJECTIVES?
Pairs Discussion

• What are some learning objectives that would benefit a group you work with?
Principle #3

DESIGNING CONVERSATIONS

TEACHINGS...
THE QUALITY OF THE CONVERSATION IS DIRECTLY RELATED TO THE QUALITY OF ITS DESIGN
YOU CAN USE LEARNING THEORY TO GET YOUR WORK DONE TOGETHER
Meeting as Conversation

STANDARD PARADIGM
• What do we need to get done?
• Do we need handouts?
• What update do they need?

LEARNING PARADIGM
• What are the learning objectives?
• What component of the meeting will be dedicated to group learning?
• How are we designing the meeting to ensure that participants ‘get’ what they need to?
Meeting Design Principles of a Learning Community

1. Always Build Capacity
   – Learning - **What** people need to learn

2. Keep People Participating
   – Conversation - **How** dialogue needs to be designed and managed

3. Give Time to Think
   – Reflection - **Why** people need meaning-making
Keep People Participating

THE IMPORTANCE OF GOOD QUESTIONS
Quality Questions that Produce Quality Interaction

• What works well?
• What’s important to consider?
• What questions do you have?
• What do we need to know to move forward?
• “Based on your experience and what you’ve heard today…..”
Approaches to Stimulating Reflection

• Biographical
  – Based on your experience, what do you understand....

• Retrospective
  – As you reflect on what we have done so far

• Prospective
  – In looking ahead to where we need to go.....
SO HOW DOES THIS ACTUALLY WORK?
LET’S TRY IT OUT....
Margaret Adamek, PhD
Principal and Owner
Terra Soma, LLC
612.203.0080
maggi.adamek@gmail.com