

*Change occurs only when individuals take personal responsibility and do things differently.*

## **Building the Partnerships ~ Environment**

- ✓ Meet in places and at times convenient for all
- ✓ Listen, LISTEN!!, LISTEN!!! LISTEN!!!!
- ✓ Suspend judgment
- ✓ Honor ALL perspectives
- ✓ Respect and value diversity
- ✓ Provide opportunities for learning
- ✓ Foster autonomy while sharing responsibility
- ✓ Encourage curiosity and creativity

## **Supporting the Partnerships ~ Information**

- ✓ Must be shared
- ✓ Must be understandable to all
- ✓ Accommodate diverse learning styles
- ✓ Include data to help stay focused and keep “personalities” out of the work
- ✓ Translate written materials and provide simultaneous interpretation when necessary
- ✓ Must be relevant and current
- ✓ Process must be inclusive

## **Supporting the Partnerships ~ Develop Trust**

- ✓ Recognize conflicts of interest
- ✓ Discard personal or agency agendas that get in the way
- ✓ Understand the external environment(s)
- ✓ Promote accountability
- ✓ Respect the community's cultural practices (such as approaching elders or other key leaders)

## **Preserving the Partnerships ~Strategies to Keep It Going**

- ✓ Co-sponsor activities
- ✓ Present at one another's conferences
- ✓ Offer win-win solutions and create incentives for their adoption
- ✓ Develop strategic alliances
- ✓ Follow through with commitments
- ✓ Regularly revisit shared values & principles to maintain focus and drive collaborative work
- ✓ Celebrate accomplishments!