Mastering
Collaboration

- What
- Why
- Who
- Trolls
- Choices
- How

What is collaboration?

“To work jointly with.”

Once upon a time …

Pairs:

I worked jointly with …

It felt …

We were able to accomplish …

(1 min each)

Whakatauki

Ehara taku toa i te toa takitahi, engari, he toa takitini

Success is not the work of one, but the work of many.

What is collaboration?

“To work jointly with.”

“To cooperate traitorously with the enemy.”

Once upon a time …

Pairs:

I worked jointly with …

It felt …

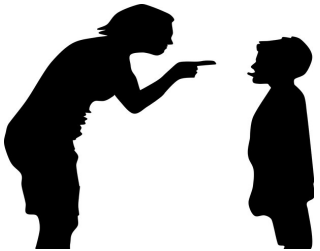
In the end …

(1 min each)

Why Collaborate?

What's the difference between

- Baking a cake
- Parenting
- Sending a rocket to the moon



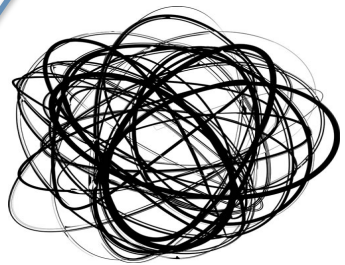
Catapult

FAR FROM AGREEMENT

CLOSE TO AGREEMENT

POLITICAL – “Sell”

COMPLEX – “Co-create”



CHAOTIC – establish order

SIMPLE – “Tell”

COMPLICATED – “Consult”

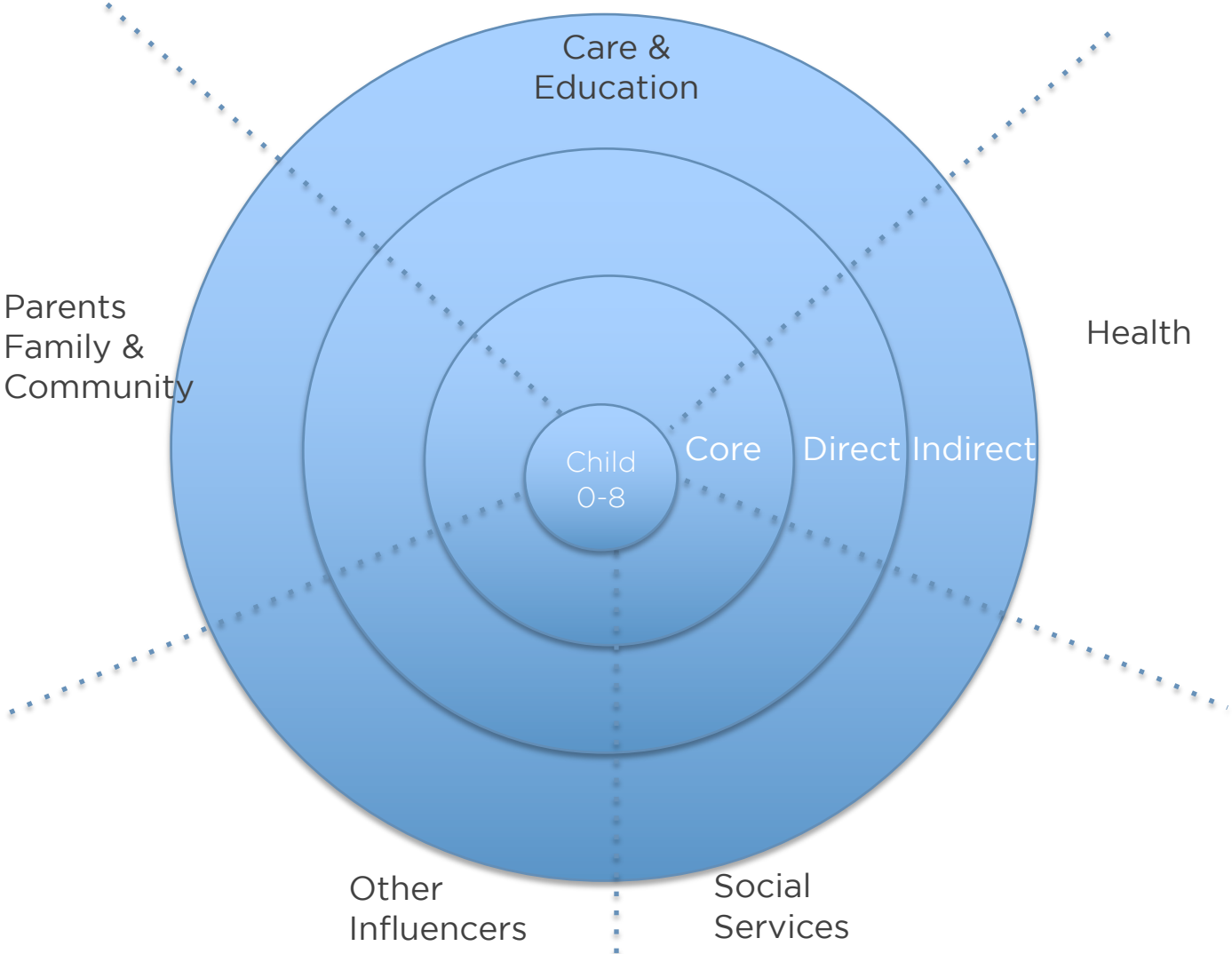
CLOSE TO CERTAINTY

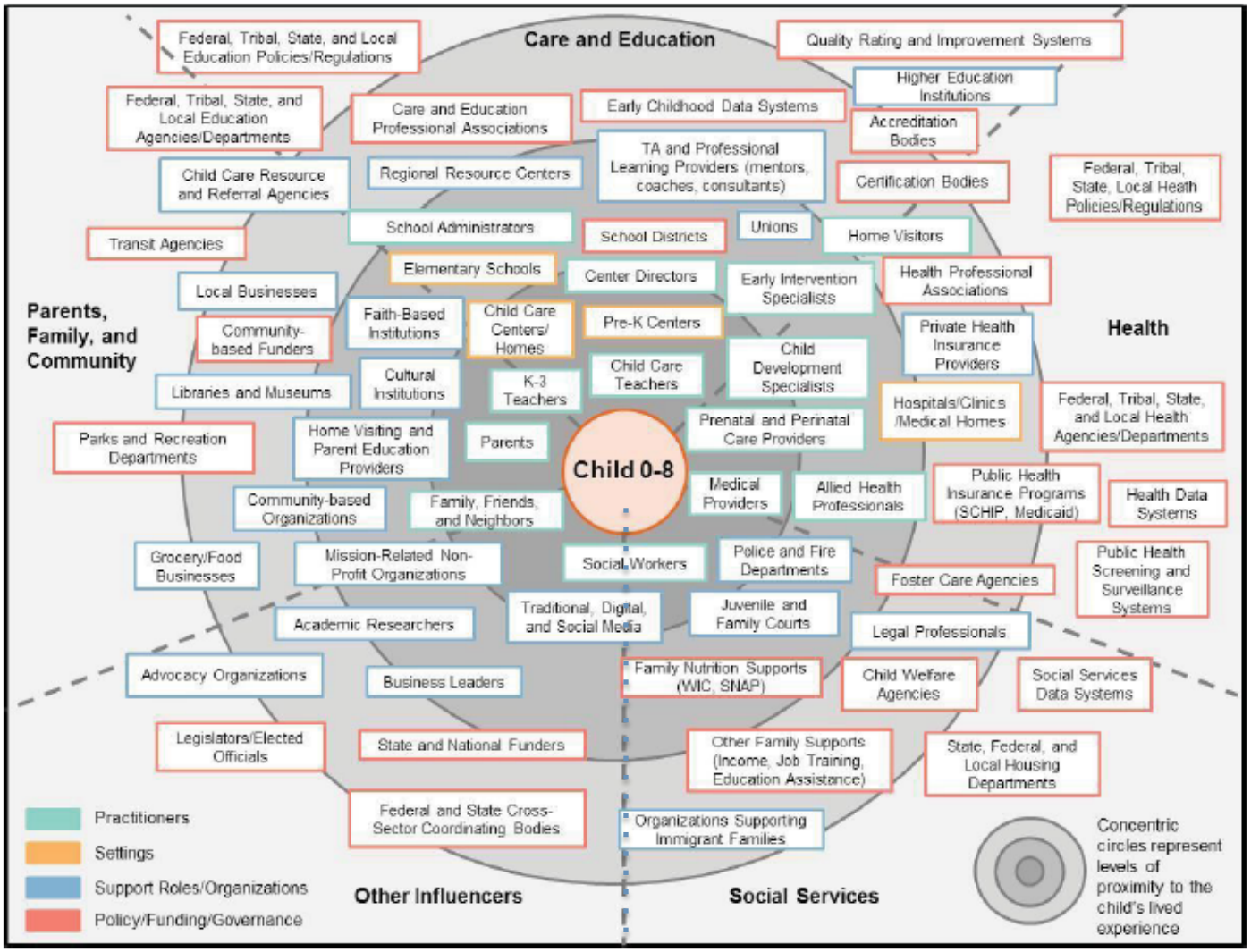
FAR FROM CERTAINTY

Who to Collaborate with?

Mapping the system

- Put the user at the centre e.g. children 0-8
- What are the key stakeholder roles e.g. parents, education, health …
- Can these be categorized e.g. practitioners, settings, support …
- Place into core, direct and indirect in proximity to user's lived experience


Care &
Education
Parents
Family &
Community
Health
Child
0-8
Core
Direct
Indirect
Other
Influencers
Social
Services


Care and Education
Federal, Tribal, State, and Local Education Policies/Regulations
Quality Rating and Improvement Systems
Higher Education Institutions
Federal, Tribal, State, and Local Education Agencies/Departments
Care and Education Professional Associations
Early Childhood Data Systems
Accreditation Bodies
TA and Professional Learning Providers (mentors, coaches, consultants)
Child Care Resource and Referral Agencies
Regional Resource Centers
Certification Bodies
Federal, Tribal, State, Local Health Policies/Regulations
School Administrators
School Districts
Unions
Home Visitors
Transit Agencies
Elementary Schools
Center Directors
Early Intervention Specialists
Health Professional Associations
Local Businesses
Parents, Family, and Community
Faith-Based Institutions
Child Care Centers/ Homes
Pre-K Centers
Private Health Insurance Providers
Health
Community-based Funders
Child Development Specialists
Cultural Institutions
K-3 Teachers
Child Care Teachers
Libraries and Museums
Hospitals/Clinics /Medical Homes
Federal, Tribal, State, and Local Health Agencies/Departments
Parks and Recreation Departments
Home Visiting and Parent Education Providers
Parents
Prenatal and Perinatal Care Providers
Child 0-8
Public Health Insurance Programs (SCHIP, Medicaid)
Health Data Systems
Community-based Organizations
Family, Friends, and Neighbors
Medical Providers
Allied Health Professionals
Grocery/Food Businesses
Mission-Related Non-Profit Organizations
Social Workers
Police and Fire Departments
Foster Care Agencies
Public Health Screening and Surveillance Systems
Academic Researchers
Traditional, Digital, and Social Media
Juvenile and Family Courts
Legal Professionals
Advocacy Organizations
Business Leaders
Family Nutrition Supports (WIC, SNAP)
Child Welfare Agencies
Social Services Data Systems
Legislators/Elected Officials
State and National Funders
Other Family Supports (Income, Job Training, Education Assistance)
State, Federal, and Local Housing Departments
Federal and State Cross-Sector Coordinating Bodies
Organizations Supporting Immigrant Families
Practitioners
Settings
Support Roles/Organizations
Policy/Funding/Governance
Other Influencers
Social Services
Concentric circles represent levels of proximity to the child's lived experience

“Collaboration is becoming more necessary and more difficult.”

Adam Kahane, *Collaborating with the Enemy*

Trolls Waiting Under the Bridge

- Competition
- Commitment
- Control

Choices
Collaboration isn't the only option. Don't unless you have to.

Continuum

- Collaborating
- Cooperating
- Coordinating
- Networking

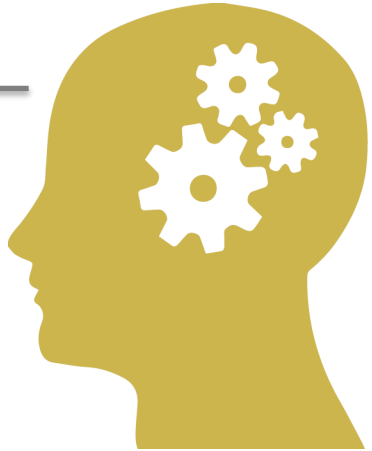
Before

- Perceived need
- Clear goal
- Shared understanding
- Commitment
- Willing to share ideas, resources, influence and power
- Perceived benefits outweigh costs

How to Collaborate Successfully

Conventional

How can I change others



Assumes there is one right answer and attempts to control ...

Stretch

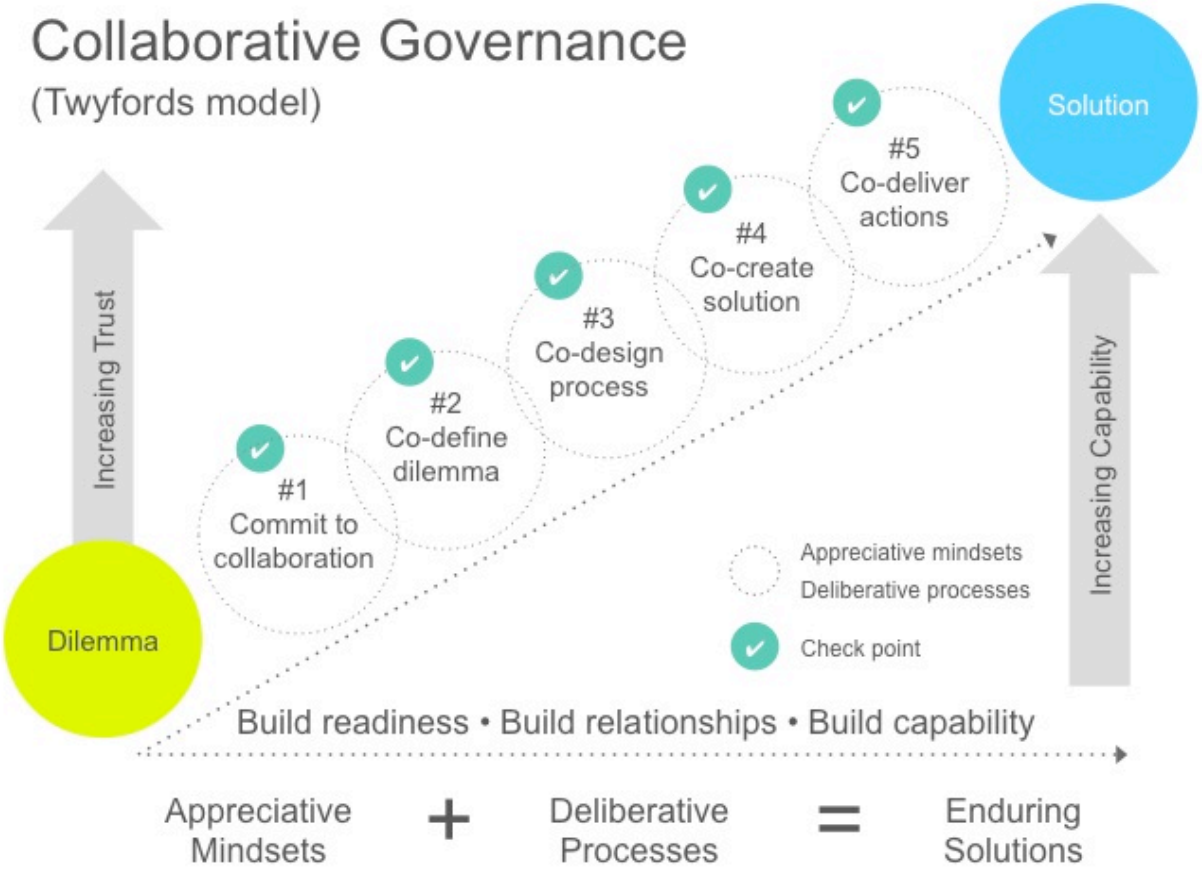
What can we do differently?

Experimenting with multiple perspectives and possibilities ...

Catapult

Collaborative Governance

(Twyfords model)



Appreciative Mindsets + Deliberative Processes = Enduring Solutions

Catapult

Key Skills

- Deep listening
- Dialogue
- Adaptive leadership
- Holding environment
- Facilitation
- Experminenting

Catapult

- Leadership development
- Complexity and culture change

andrea@catapult.co.nz

Catapult