

Reflecting & Investing In Partnership Development

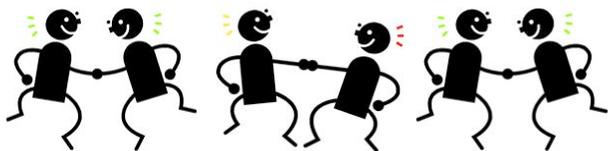
Purpose

Service and service-learning programs cannot exist without reciprocal partnerships. As we work toward making a difference in our communities, we are all equals and must depend on each other. Knowing the right people and having the right conversations at the right time requires that we invest in ourselves and invest in others.

This workshop gives campus leaders an opportunity to consider and explore both the art and science of building strong relationships. Join us to consider lessons learned from developing and sustaining campus-community partnerships, explore tools to assess partnerships, and identify best practices for building strong relationships. Take time today to reflect and invest in partnership development.

Facilitator:

As the Director of WV Campus Compact, Kelli Jo McNemar works with campuses and communities across the state to develop meaningful partnerships and enhance civic engagement. Kelli Jo earned a Master of Public Administration from West Virginia University. Her Bachelor of Arts degree in Human Resource Management, with a minor in Leadership, was attained at Marietta College. As an only child from a large Italian family, cooking and sharing stories are her favorite days.



All of your knowledge won't amount to much if you don't have a network of people to share it with and enough compassion for the people in your network to understand that your success is a direct result of their success. ~ Tim Saunders



Some Insights and Assumptions

- Sharing our passion is important to the work we do. When we are truly passionate, it is contagious. Our passion draws others to get involved.
- The slickest presentation can't compete with the development of real affection and trust in capturing the hearts and minds of other people.
- Community is the sense of belonging. Belonging means to be part of something and being an owner. We can provide the structure to create the experience of belonging.
- No one individual or organization can do it all alone.
- Connecting people with their peers and giving them tasks in which they depend on each other is a great way to engage them. Once they become involved, they usually have a need to talk with others about what they are experiencing, which leads to further connections.
- Citizens in a community want to focus on what they can do. Focus on each person's gifts. Build an asset-based community.
- The most sustainable improvements in community occur when citizens discover their own power to act.
- A task is needed to connect people. The task does not have to be the only point, but it is an essential point. Activity maximizes attention, interest, and learning.
- Physical space is more decisive in creating community than we realize. Each gathering needs to be an example of the future we want to create.
- Positive community change happens most effectively and efficiently when it begins with individual and communal assets and potential (rather than deficits and obstacles).
- There is no "domain of the problem and domain of the solution"; we are all in it together.
- Change happens most effectively when it is driven by small groups of people. It happens most effectively and efficiently when it is driven by the people most affected, in collaboration with interested partners who have access to alternative ways of thinking and additional resources.
- Sustainable, positive change depends on making conflict creative.
- Positive change happens most effectively and efficiently when reflection, learning, and theorizing are grounded in experience and action.
- A true partnership is built on equal and shared power.
- We all have something to give and something to gain. Successful partnerships focus on mutual benefits and all partners have things to teach each other, things to learn from each other, and things they will learn together.
- There are no "one-size fits all" approaches to building campus-community partnerships, rather, there is a wide variety of the forms and types of campus-community partnerships considering the differences in history, capacity, culture, mission, and challenges.
- Effective partnerships require a shared commitment to on-going, comprehensive evaluation.
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Consider & Discuss

Why are campus-community partnerships important to you?

What problems have you experienced when trying to attract and involve others in campus-community partnerships?

How much time do you have to devote to partnership development?

What resources/structures are needed to initiate, develop, and sustain campus-community partnerships?

How will the partners know if the partnership is working?

What is the single most important action you can take to deepen campus-community partnerships?



Lessons Learned

- Recognize the importance of flexibility. Surprises emerge in any partnership. Both the community and the campus need flexibility in making adjustments and changes that affect the individuals and the partnership.

- Explore the tensions in the dynamic locations. The campus must work with students to respect community spaces/settings and embrace diversity.

- Acknowledge the risks involved in partnering. Discuss vulnerabilities at all stages of the partnering process.

- There are no substitutes for firsthand knowledge. Know and be involved with each partner.

- Campus-community partnerships are cyclical and dynamic. Develop partnerships with processes that don't depend on only a few individuals for success.

- Reframe "sustainability." Everything will change. Focus on enduring through commitments to make a difference with pressing problems.

- Take time to celebrate. Affirm the time and energy needed to create achievements for desired outcomes.



Strong Partnerships

Humans are made to collaborate. One of the main reasons people form partnerships is to achieve something greater together.

Complementary Strengths: spend more time doing what each does best and tackle challenges together

Consider: Do you need this person to get the job done? Does this person do some things better than you?

Common Mission: pursue a shared agenda

Consider: Do you share a common goal or purpose with the other person?

Reciprocity: (trust, hope, compassion, stability)

Trust: take risks and rely on the others to look out for your interests

Consider: Do you count on this person? Does this person tell others how good you are and do you tell others how good he or she is?

Fairness: no one likes to be taken advantage of

Consider: Do you share the workload? Do you see the other person as an equal? Does it matter who gets credit?

Acceptance: understand who the other person is and is not

Consider: Do you focus on each other's strengths? Are you compassionate toward one another?

Forgiveness: people are not perfect

Consider: There may be times when there may be conflict. Are you and the other person able to move past it?

Unselfishness: gratification in seeing your partner succeed

Consider: Are you willing to take risks and help this person? Are they willing to do the same?

Communicating: coordinate the flow of information

Consider: Are you and this person good listeners for each other? Do you feel heard and valued?



Vital Behaviors

Each of us has a responsibility to look for ways to connect with others. The quantity and quality of diverse relationships you have is dependent on you.

What are you doing to demonstrate an investment in others? What is the single most important action you can take to deepen campus-community partnerships?

{ In the end, we all live one life.
And that life is about the people
we live it with. ~ Keith Ferrazzi }

Works Consulted:

Hamerlink, J. and Plaut, J. (2014). *Asset-Based Community Engagement in Higher Education*. Minneapolis, MN. Minnesota Campus Compact.

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Wagner, R. and Muller, G. (2009). *The Power of 2: How to Make the Most of Your Partnerships at Work and In Life*. New York, NY: Gallup Press.

