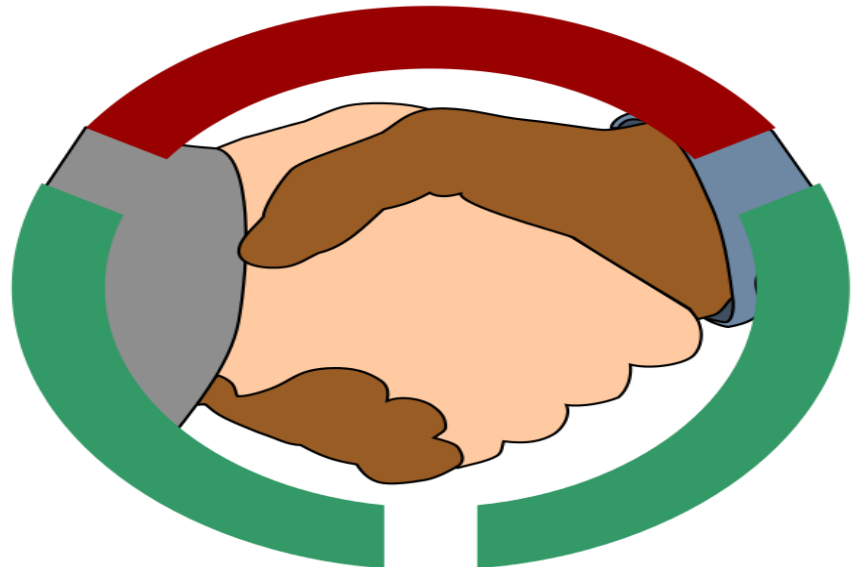


# Partnership working

“Any situation in which people work across organisational boundaries towards some positive end.”

Lester et al, 2008



# What's needed for effective partnership working?



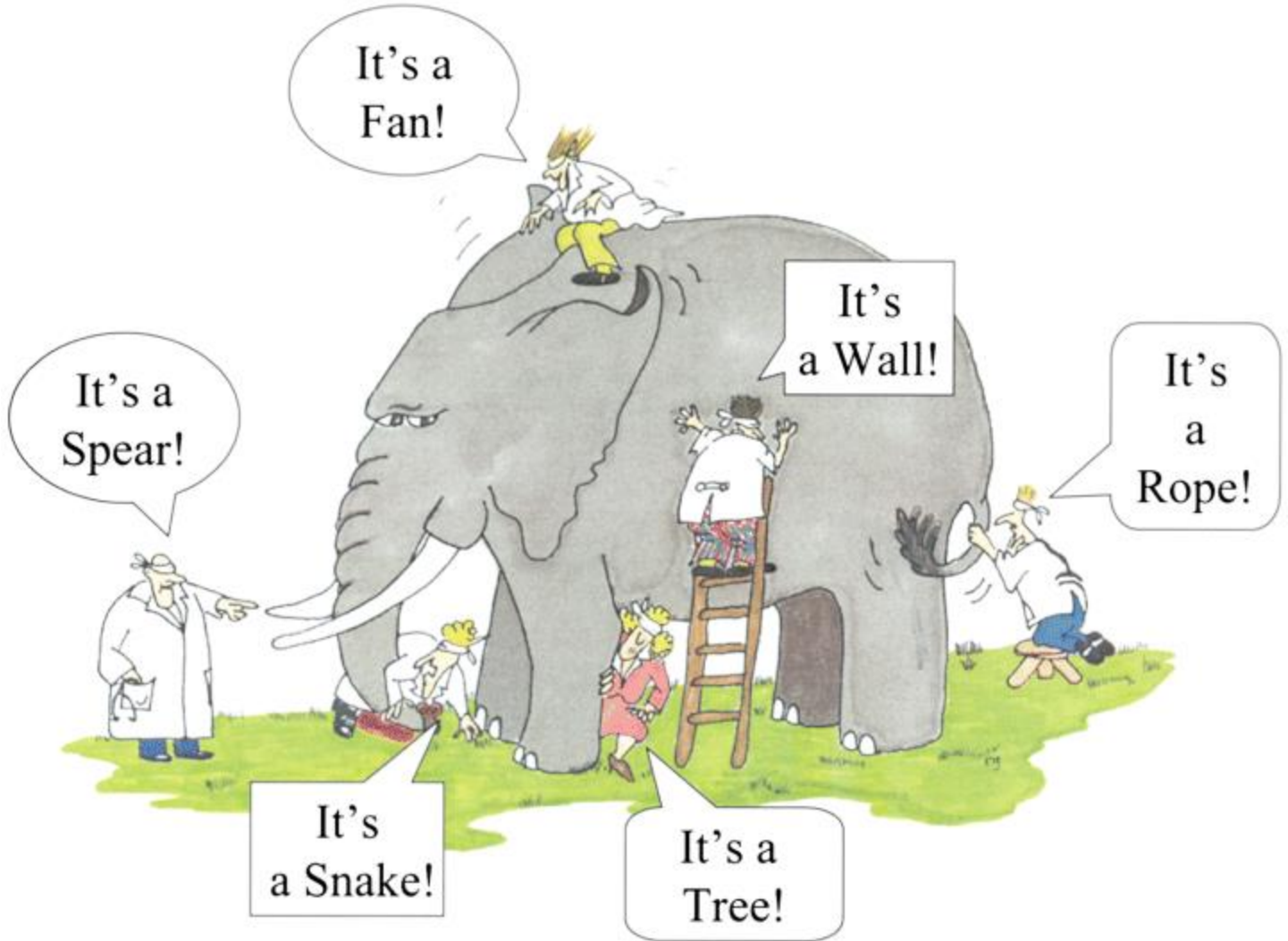
**WORK  
HARD**

Tell me and I  
forget,

teach me and I may  
remember,

involve me and  
I Learn

- **Inputs and resources**
- **Partnership activities**
- **Engagement involvement /reach**
- **Stakeholder reactions /awareness**
- **Knowledge, attitudes, skills and aspirations**
- **Practices and behaviours**



It's a Fan!

It's a Spear!

It's a Wall!

It's a Rope!

It's a Snake!

It's a Tree!

# *Observations...*

- Hunter and Perkins (2012) in their evaluation of partnership working in public health conclude that structures are less important than relational factors such as trust and goodwill.
- Partnerships that developed organically because partners themselves identified the need for the partnership have been found to be more robust and to form in more complex ways and meaningful ways than partnerships founded directly in response to policy directives (Haynes and Lynch, 2013)

## **Final outcomes of effective partnerships:**

**Improved health and wellbeing**

**Reduction in inequalities**

**Reduction in offending**

**Equitable access to service**

**Avoidance of inappropriate service use**

**Reduction in costs**

**Responsive service meeting needs and preferences of clients**

*What Works, Scotland Evidence review 2015*

*The What Works Network uses evidence to make better decisions to improve public services.*

# *What Google learned from its quest to build the perfect team...???*

***'Why some groups thrive and others falter.'***  
***Google study 2011***



- Psychological safeties (empathy and sensitivity) are unwritten rules we turn to as individuals to establish a bond – both personally and at work.

Empathy = ability to understand and share the feelings of another.

Sensitivity = awareness of the needs and emotions of others.



‘The world changes according to the way people see it, and if you alter, even by a millimetre, the way people look at reality, then you can change it’. (James Baldwin)

