



## Community Collaboration

Improving Outcomes for Youth in Transition

## Collaboration (working together)

Think of a time you were asked to join a group of people to work together (professionally or personally):

1. what made you want to join/stay: why?
2. what made you want to decline/leave: why?



## Collaboration

- Between agencies, youth and families
- Between agencies and community groups
- Between agencies and foster parents
- Working together for individual youth
- Systematic efforts to develop ongoing structures to support and sustain case planning for many youth



## Your Collaboration Challenges

- Write each challenge (up to 3) on a sticky note
- Bring it up to the front and post it

## Agency Collaboration

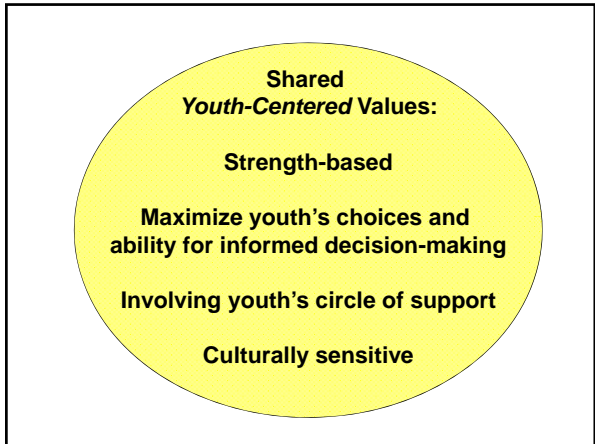
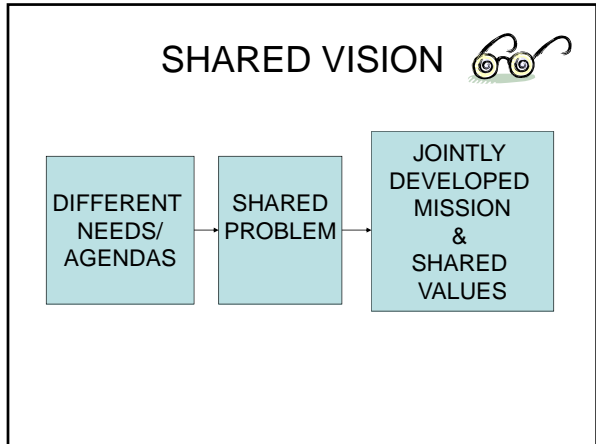
Working together continuum

coordination  
 cooperation  
 collaboration  
 service integration

## Seven Keys to Successful Collaboration



- Shared VISION
- MEMBERSHIP-DRIVEN
- Skilled LEADERSHIP
- Attention to PROCESS
- Cultural DIVERSITY
- INCLUSIVENESS
- ACCOUNTABILITY






- ## Skilled Leadership
- Doesn't have to be one person!
  - Ability to guide the group toward goal achievement and at the same time include all points of view
  - Can build consensus; negotiate between parties
  - Is respected in the community
  - Knowledgeable about the issues/community
  - Skillful communicators
  - Willing and able to put in the time

- ## Skilled Leadership
- Takes every opportunity to articulate the vision
  - Language is important!
  - Foster a positive climate

- ## The Importance of a Positive Climate in Team Efforts
- Ratio of positive to negative comments
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- In high performing teams                      5:1
  - In medium performing teams                1:1
  - In low performing teams                      1:3

- ## ATTENTION TO PROCESS
- Inclusion
  - Consensus
  - Sensitively addressing conflict
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## DIVERSITY

- Diverse membership; not tokenism
- In youth efforts, include youth
- Appreciation of diversity of values, views of problems, language, styles of communicating



## INCLUSIVENESS

- Include as many different segments of the community as are compatible with the mission
- Can include grass-roots groups, faith-based groups, service clubs, youth groups

## SHARED ACCOUNTABILITY AND REWARDS

- Decision-makers at the table
- Realistic expectations
- Mutual accountability
- Evaluation
- Shared rewards (including credit!)



## Panelists

- Janet Lyons, Cedar Valley's Promise/Decat/Empowerment Contract Manager for Black Hawk County
- Jan Pratt, Social Work Administrator, Waterloo Service Area
- Mary Ellison, Social Work Administrator, Des Moines Service Area

What strengths can your communities build upon to improve collaboration?



Who needs to sit at the table in your communities?



- Practice goal for community collaboration