Progressing through Partnership Pitfalls
HELLO!

We’re Kirsten and Shannon
Safe Space

- Share the lesson, not the specifics
- Let’s be honest but..
Let’s Get On The Same Page

Partnership Defined

- Value Added
- Evaluate Risk
- Work Managed
Pitfall Example

Early Literacy Project
Key Takeaways

- Failing Isn’t Fatal
- Memo of Understanding
- Find the mutual benefit (and RISK!) for your library
Pitfall Example

Libraries Without Borders
Key Takeaways

- Stay True to You
- Get Out of Your Own Head
- Let It Go
Pitfall Tools
Memo of Understanding & Conflict Modes
How to Prepare for Tough Conversations

- Be Assertive
- Use Tools
- Script it Out
- Consider other parties’ point of view
Thomas-Kilmann Conflict Modes

Competing
- Zero-sum orientation
- Win/lose power struggle

Collaborating
- Expand range of possible options
- Achieve win/win outcomes

Compromising
- Minimally acceptable to all
- Relationships undamaged

Avoiding
- Withdraw from the situation
- Maintain neutrality

Accommodating
- Accede to the other party
- Maintain harmony

Assertiveness
Focus on my needs, desired outcomes and agenda

Cooperativeness
Focus on others’ needs and mutual relationships

Source: Ed Batista
Public Participation Spectrum

Inform:
We promise to keep you informed.

Consult:
We will keep you informed, listen and acknowledge concerns and provide feedback on how public input influenced the decision.

Involve:
We will work with you to ensure your concerns are directly reflected in the alternatives developed and let the public know how they influence the decision.

Collaborate:
We will look to you for direct advice for formulating solutions and incorporate the recommendations into the decisions.

Empower:
We will implement what you decide.

From International Association for Public Participation’s Public Participation Spectrum.
Scenario Discussions
Questions?
Thanks!

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