



Ingredients of Successful Collaborations



1. Collaborating parties share a vision for their clients
2. Purpose of collaboration is clearly understood by collaborating parties
3. Respective missions are clearly understood by collaborating parties
4. Procedures for collaboration are delineated
5. Communication is high at all phases of work including feedback on what happened to the case

Ingredients of Successful Collaborations



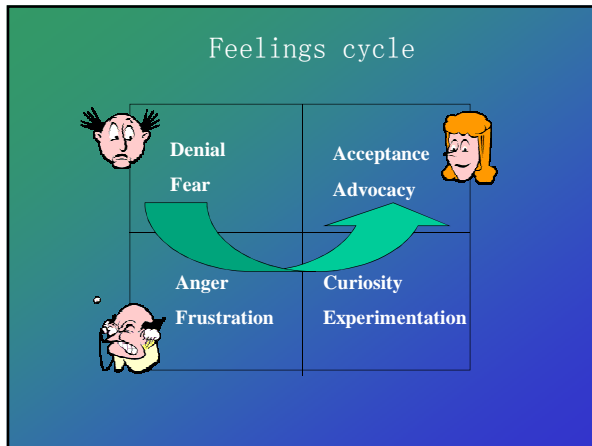
6. There is agency and community support for the collaboration
7. Collaborating parties trust one another and believe that the parties will follow through
8. Collaborating parties are committed to working together
9. Cross-systems training is provided

Why Collaborative Efforts Fail



- Role Confusion
- Power and Control Issues
- Lack of Mutual Respect
- Lack of Participation
- Lack of Flexibility
- Scheduling Problems
- Lack of Leadership
- Lack of Cooperation
- Lack of Direct Communication
- Lack of Sense of Humor


--Adapted from work by
The Rapid Response Team, 1994
Children's Protection Section
Ohio Attorney General's Office



Three Reasons People Change

- They want to change
- They need to change
- They know how to change

Spheres of Influence Model
adapted from: "Supervising for Optimal Risk Assessment",
Institute for Human Services,
Ohio Child Welfare Training Program

Adoption Mission 

- To provide support to local agencies in their efforts to decrease the number of children waiting for permanent homes;
- To prevent discrimination in the placement of children;
- To identify and recruit permanent families who can meet each child's needs; and
- To provide support to families to ensure the stability and well-being of children in their care.

HOPES????

For Children For Families



Organize Yourself
Goal: Maximize diversity



Criteria:

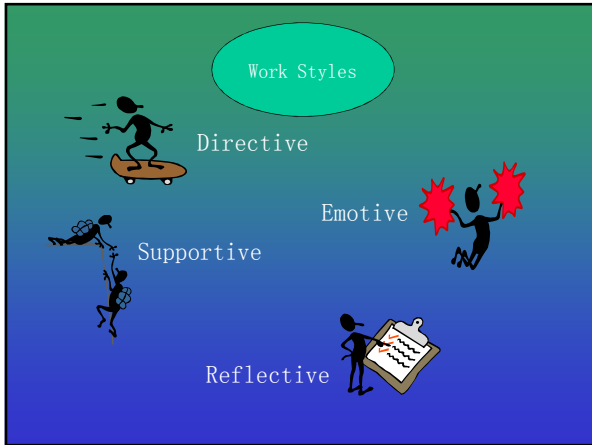
- Agency Affiliation
- Geographic Region

Culture
is...




a system of values, beliefs, attitudes, traditions, standards of behavior that govern the organization of people into social groups and regulate both group and individual behavior.

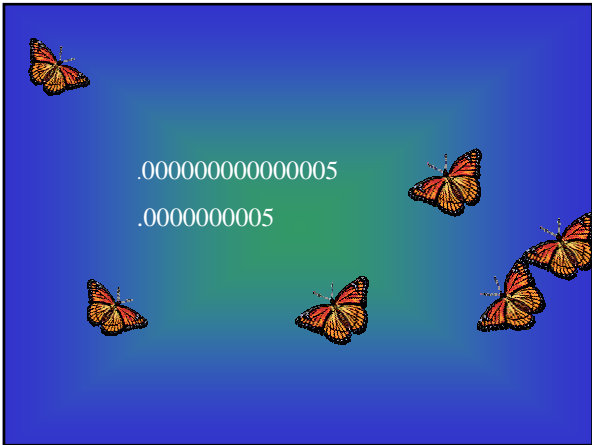




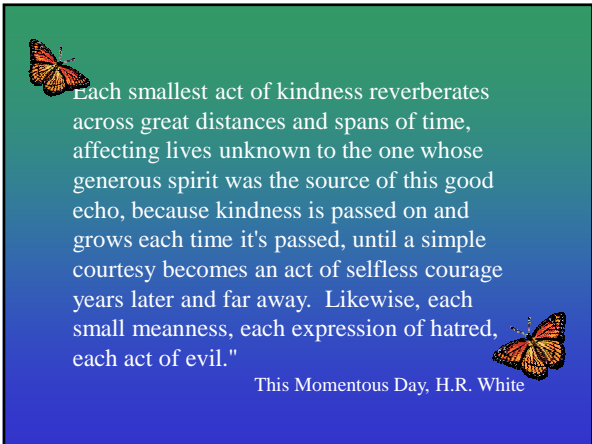


Discussion Questions: 

1. What are the barriers to collaboration? Be sure to include cultural differences between the two agencies.
2. These agencies are in the Storming Phase. How would you work through the conflict? How would you employ the concepts of a "Shared Vision" to improve ineffective collaboration in this case?
3. How could the current situation have been avoided during the Forming and Norming Stages?
4. Given this breakdown in collaboration, what should be done to improve collaboration in the future between these two agencies?



.000000000000005
.0000000005



Each smallest act of kindness reverberates across great distances and spans of time, affecting lives unknown to the one whose generous spirit was the source of this good echo, because kindness is passed on and grows each time it's passed, until a simple courtesy becomes an act of selfless courage years later and far away. Likewise, each small meanness, each expression of hatred, each act of evil."

This Momentous Day, H.R. White
