

EMR ASM Alliance

Establishing Effective Partnerships: Panel Discussion



EMR ASM Alliance Meeting
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Supporting Proactive & Informed Change



home and community care

A JOINT COMMONWEALTH AND STATE/TERRITORY PROGRAM
PROVIDING FUNDING AND ASSISTANCE FOR AUSTRALIANS IN NEED

Developing partnerships is fundamentally a change management process.

The theories, approaches and challenges are the same, but this time there are more players in the orchestra. With that comes;

... Different work environments / contexts

... Different Organisational cultures

... Different Visions and Objectives

... Different people!!!



The literature tells us ...

Best practice literature and theory tells us that working in partnership requires:

- Clear vision and purpose
- Strong positive leadership (broad, active, empowering)
- Joint ownership, commitment and power
- Great communication
- Shared costs and benefits
- Appropriate resourcing
- Ongoing monitoring and review



The literature tells us ...

Successful partnerships:

- Based on **trust, respect, gratitude and flexibility**
- Focus on **mutual benefits**, including success for the individual, for the service and for the partnership
- **Acknowledge the challenges and changes** required

... and make a **clear and realistic plan** to address them

- Clear goals and objectives
- Actions, Timelines, Milestones
- Roles, Accountability, Decision Making
- Monitoring and Evaluation Strategies



The literature tells us ...

Each partner needs to ensure that within their organisation there is:

- Support from senior management to create the **authorising environment** for change
- A **communication strategy** that actively engages staff that will be affected
- **Systems and structures** that support staff to adopt the required changes
- **Appropriate resources** to implement the change



What can we learn from our local partnerships?

