

# SHARED VALUES IN WORKING TOGETHER

## IMPORTANCE OF WORKING TOGETHER:

- ▶ It is easier to facilitate large-scale social change through cross-sector coordination instead of isolated intervention of individual organizers
- ▶ It is useful to resolve issues/cases that cut across agencies

## HOW DO WE ENSURE THAT OUR RESOURCES WORK WELL AND EFFICIENTLY?

### 1 IDENTIFY purpose and issue at hand

- ▶ **Not every issue requires a collective approach.** There are times when issues may be better dealt with by an agency who has access to the right expertise, operational experience and resources. Ask yourself if it is necessary to bring people together for this particular issue

### 2 AGREE on a common goal

- ▶ **Ensure** proper understanding of issue and its importance
- ▶ **Promote** commitment to a common goal
- ▶ Make sure everyone has a **common understanding** of the problem
- ▶ **Write out** the common goal for clarity

### 3 DEVELOP a strategy

- ▶ **Work out actions required to achieve outcomes.** Ask, "How do we get there from here?"
- ▶ **Consider** barriers and resources present
- ▶ **There can be different strategies taken to achieve common goals**

### 4 ENSURE good FACILITATION and CLOSURE

- ▶ Gatherings should be productive with **good facilitation** to bring contributions and ideas forward
- ▶ **Encourage** members to own the solutions of such meetings
- ▶ While it is tempting to be highly inclusive, **be wary of the group becoming too large to be productive**

### 5 COMMIT to a SHARED MEASUREMENT

- ▶ **Establish a clear, shared measurement** that all involved understand and will commit to
- ▶ **Measures should incorporate common understanding** that people make decisions based on data and values
- ▶ **Each partner will track progress made in the same way** instead of focusing on organizational measures

### 6 CREATE mutually REINFORCING activities

- ▶ **These are activities that contribute to the outcome and achievement of the common goal:**
  - ▶ For example, re-defining roles and responsibilities
  - ▶ Re-directing contribution from various stakeholders after evaluation
- ▶ **Mutually reinforcing activities** result from common goal, clear strategy, commitment to shared measurement and clear direction as to where the piece of work is heading

### 7 COMMUNICATE

- ▶ **Structure channels** for communication and ensure consistent and continuous communication
- ▶ If there is change in membership, **new members should be clear of common goal and updated on progress**

### 8 COORDINATE

- ▶ **Coordination** is important to synchronize contributions of partners to achieve improvement
- ▶ **Ensure it is well-structured** and consistently carried out
- ▶ **Agree on role of coordination** and make it known to partners