

Are you Fit for Partnering?



1 LEADERSHIP & STRATEGY

- Full partnering strategy, aligned with / integrated into organisational strategy including:
 - Clearly defined vision and rationale for partnering, key potential partners and types of collaboration that will create most value
 - Unique value proposition of the organisation as a partner
- Commitment from Board / Executive Leadership
- Sufficient budget committed
- Strategy and commitment fully communicated across, and accepted by, the organisation

2 SYSTEMS & PROCESSES

- Strong external comms including “Partnering with Us” documentation and accessible external liaison personnel
- Partnering policy and clearly defined internal rules, and procedures across full lifecycle of partnerships including:
 - Systematic approach to mapping / identifying potential partnership
 - Cost and value assessment of potential partnerships; due diligence of partners
 - Pro-partnering legal agreements and sign-off procedures
 - Tracking, monitoring, relationship, and knowledge management systems

3 SKILLS & SUPPORT

- Staff have sufficient: negotiation and relationship / trust-building skills; understanding of other sectors; partnering mindset; and technical knowledge of effective partnerships (incorporated into HR competency framework)
- Staff have sufficient time allocated and are incentivised e.g. through KPIs
- Tools and guidelines for partnering available
- Direct support available from experienced partnership specialists
- Mechanisms in place to capture and disseminate experiences of partnering (e.g. a community of practice)

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PARTNERING CULTURE

- A humility over what the organisation can achieve alone and an inclination to reach out and collaborate to achieve greater impact
- An creative approach to creating value and finding solutions
- A drive for innovation and the willingness to take (measured) risks
- A commitment to enter into partnerships on the basis of equity, transparency and mutual benefit
- An ability to give up autonomy in decision-making and work for the benefit of the partnership as a whole
- Tenacity, drive and courage