Engaging Partners and Strengthening Coordination Partnerships Session 3, Group 2

November 4, 2021





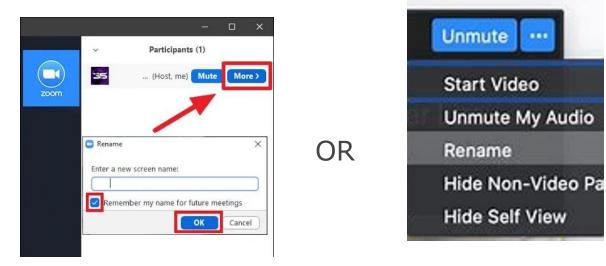




Introductions



If available, please use video.



Please add county to your Zoom participant info.

Example: Leah, Del Norte

Icebreaker

What is one word to describe how you're feeling about your work to engage partners in the HVC project? Why?

Today's Session: Moving from Plan to Action

- Goal setting and achievement
- Motivation and momentum
- Accountability
- Assessment of stakeholder engagement

Goal Setting and Achievement

Action Planning

Home Visiting Coordination Detailed Action Plan

Select Goal from Dropdown

Measures: Enter metrics that will be monitored.

Project Manager:

SMART OBJECTIVES AND ACTION STEPS	ASSIGNED TO	DUE DATE	STATUS	Jan	Feb	Mar	Apr	May	Jun
Objective A:									
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Objective B:									
Objective B.									ă.

> ≡ Goal 1 Goal 2 Goal 3 Goal 4 +

Getting to High Action, High Alignment

High Action, High Alignment **High Action, Low Alignment** actions that contribute to results High A leader with resilient relationships acting on A leader working actively and independently to collaborative decisions and being accountable for achieve the result, but not reaching out to build relationships with others to achieve complementary efforts. measurably improving results. · A leader acting on their own agenda A leader working to strengthen relationships · A leader uninterested in adapting to maximize impact A leader implementing shared strategies Low Action, Low Alignment Low Action, High Alignment A leader observing what is going and not engaging in A leader joining with others and fostering relationships, Low but not using the relationships to leverage contributions either relationship building or taking action that can to the result. contribute to the result. · A leader sitting on the fence A leader not in action to implement strategies A leader getting to know and connect with others · A leader not connecting with others **Takes** High Low Works to be in alignment with others

Getting to High Action, High Alignment



Annie E. Casey Foundation. 2015. Achieving High Action and High Alignment. https://www.aecf.org/blog/new-leadership-video-achieving-high-action-and-high-alignment

Discussion

Think of a specific experience you've had of working with a partner to achieve a goal.

- In what quadrant of the action/alignment matrix did you fall?
- What were the challenges?
- What was the outcome of the work? Did you achieve your goal?

Motivation and Momentum

Moving out of Low Action, Low Alignment

- If you could move forward on your own, what would you do?
 What is preventing you from doing that now?
- If this is not a place you want to be what can we do to make it more meaningful?

Getting to Higher Alignment

- What is important to you?
- What can we do together?
- What haven't we considered?
- How can we build a cohesive working relationship?
- What does success look like for each of us?
- What are our conditions of satisfaction for working together?

Accountability

Conversations about Accountability

- Here is what I am contributing. What are you willing to contribute towards our success?
- What are you willing to say yes to?
- What do you need to say no to?
- What is your commitment to the results?
- What commitment do you need from me so that you can be successful?

Creating Higher Action

- Let's coordinate the timing and communication of our tasks in order to get this work done on time.
- This is how I am progressing on my commitments. How are you progressing on yours?

Reaffirming Results

- How important is this result to us?
- What are we willing to do, stop doing, not do, or change to achieve results?

Maintaining High Action and High Alignment

- What just happened and what did we learn?
- What should we be doing differently next time?

Group Discussion

Group Discussion

 What is getting in the way of working in high action, high alignment?

 What questions do you have for your peers about moving from plan to action when engaging partners?

What are you still wondering about?

Thank You!

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