

## Partnership Compass



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## Partnerships



### Compass Worksheet



JS Daw & Associates  
Partner with purpose.

DIRECTION	Current strengths (Reflection)	Needs exploring (Action)
<p><b>MINDSET</b>, mental models, cultural attitudes, and ambient beliefs</p> <ul style="list-style-type: none"> <li>• Are participants clear about the benefits and costs of partnering?</li> <li>• Is there awareness that the partnership is a separate process that requires management?</li> <li>• Is there a culture of collaboration that moves beyond business as usual?</li> </ul>		
<p><b>SKILLSET</b> in all areas to keep the partnership running smoothly</p> <ul style="list-style-type: none"> <li>• Is there a designated broker focused on partnership management as opposed to project management?</li> <li>• Are differences of opinion surfaced and dealt with by the group as a whole?</li> <li>• Are there strong skills in listening, being empathetic, observing, questioning and seeking innovative solutions?</li> </ul>		
<p><b>LEADERSHIP</b> that is courageous to bring out the best in partners</p> <ul style="list-style-type: none"> <li>• Is there an emphasis on the partner relationships, ensuring they are healthy and effective?</li> <li>• Is the broker building internal skills to empower the partners and key people in the partnership to support and foster the health of the partnership?</li> <li>• Has a culture of collaboration been established to allow people to be transparent and take risks?</li> </ul>		
<p><b>TOOLSET</b> to help the partnership achieve its objectives</p> <ul style="list-style-type: none"> <li>• Is there knowledge about selecting the right processes and approaches to help achieve partnership outcomes?</li> <li>• Are they fit for purpose, what is needed for the partnership now?</li> <li>• Are they co-created and co-chosen with the partners?</li> </ul>		

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DIRECTION	Current strengths (Reflection)	Needs exploring (Action)
<p><b>DIVERSITY</b> to deliver new value</p> <ul style="list-style-type: none"> <li>Has a proactive, intentional effort been made to include all stakeholders in the group and to support their full participation?</li> <li>Are diverse voices valued and seen as adding value to the work</li> </ul>		
<p><b>EQUITY</b> to balance and challenge power</p> <ul style="list-style-type: none"> <li>Has attention been paid to power dynamics occurring in the group?</li> <li>Is there acknowledgment of the value of contributions being brought by each partner?</li> <li>Does each partner have a voice and included in decision making?</li> </ul>		
<p><b>OPENNESS</b> to build authenticity and trust</p> <ul style="list-style-type: none"> <li>How comfortable are participants in tabling their concerns with the full group?</li> <li>Is there a commitment to sharing challenges and genuinely work through them together?</li> </ul>		
<p><b>MUTUAL BENEFIT</b> that brings benefits for all, creating a deeper commitment</p> <ul style="list-style-type: none"> <li>Are all the partners contributing and receiving value – of different types - from their participation?</li> <li>Do the partners understand and value the needs and constraints of other partners?</li> <li>Are the partners equally committed to achieving the shared goal as well as each of the individual partners' goals?</li> </ul>		