

RESOURCE NOTE 3

10 Point Plan for Partnerships

INTRODUCTION

This Resource Note is one of a series of notes to support Partnerships in the implementation of their action plans, under Theme 1.1 (Building Positive Relations at the Local Level) of the Peace III Programme. It has been developed by the Consortiumⁱ in response to requests from Partnerships on identifying the key characteristics of successful Partnerships. The list is by no means exhaustive but is meant to supplement SEUPB Guidance Notes and Departmental documentation. A number of questions are posed at the end of most points to stimulate reflection and discussion.

1) **Clear, shared objectives.**

Agreement on the vision and purpose of the partnership, and a belief by all parties that partnership is the best tool for achieving those objectives and collective confidence that the partnership is able to achieve those goals.

*Do you undertake a review annually of your vision and purpose?
Are there any changes you wish to make?*

2) **Commitment to the Partnership.**

The parties are prepared to work on behalf of the Partnership and accept the need for compromise and negotiation. They are willing to share risks, benefits and responsibility. They see the work of the Partnership as part of their 'real' work. They work collaboratively to achieve their shared agenda. Commitment should be clear, and recorded.

Are you afforded an opportunity within your organisation to update them on progress within the Partnership?

3) **Clear roles and responsibilities.**

All members of the Partnership understand why they are there and respect the roles of the other members. It is clear what individual and collective responsibilities are and to whom members individually and the partnership collectively is accountable, including legal responsibilities.

4) **The partnership has the right members.**

A balance is struck between involving a wide range of stakeholders and having a partnership board which is tight enough to get things done.

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(4 contd) Do you need to review your membership? Is everyone attending regularly? Are there changes necessary?

5) There is a high level of trust.

This is reflected in members' confidence in the partnership's ability to succeed.

Is there time for review and reflection built into your work plan?

6) Strong leadership.

A facilitative chair who can command the respect of external agencies. However, the importance of individual personalities should not be overlooked.

7) A clear plan.

Everyone understands what is to be done, by whom with what resources and by when.

8) Good communication.

The Partnership operates in an open and transparent way and maintains a dialogue with all stakeholders whether directly represented on the partnership or not.

Is there a good feedback mechanism in place? Are there any improvements that can be made?

9) Identified resources.

All Partners understand the resource contribution they are required to make in terms of time, personnel, finance, and so on, and that all such contributions are agreed by partners.

10) Celebrate success!

Enables partners to stop and review what got them to where they are now. They can analyse the success enablers and plan how to do what they do well more. It also gives Partnerships the time to explore what they could do differently, in the future.

ⁱ The Consortium of CRC and Pobal have been commissioned by SEUPB to provide support and advice to the 14 Peace and Reconciliation Partnerships until 2013. Please refer to www.pobal.ie or www.nicrc.org.uk for more information.