

Make New Friends But Keep the Old

*Personalizing the relationship cycle
to sustain creative, long term partnerships*

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Learning Objectives

- Gain knowledge about developing effective partnerships
- Learn progressive steps in partnership development
- Understand the stumbling blocks of partnerships and how to overcome them



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Kritter Klub

Matched August 2nd

Love is out there. We can help you find it.

Karen from the Kritter Klub and Kevin from the local Community Emergency Response Team partnered two years ago. Since then ...

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Dating

- Where do you find a date?
 - Find_A_Significant_Other.com
- Playing the field
- The “first date”



QUESTION

Your boss has just developed a new team at work. Your boss has instructed you that you will be assigned to work on this new team in addition to your regular job duties. You are interested in the project. Which statement would best fit your take on the situation:

- A. I'll be on the team, but let me do my piece.
- B. Sure, I've got some good ideas. What's the deadline? And will this be reflected in my performance evaluation?
- C. I am comfortable working in a team-goals are best reached through collective action.



Baby Boomers (1946-1964)

- Personal identity linked to work
- Able to survive 'sink or swim' management
- Faster is not always better, be strategic
- Believe in job security and that the system would take care of them



Generation X (1965-1977)

"I have to keep my options open"

- Strong work ethic
- Latchkey kids, 'unsupervised' generation
- Not obsessed with climbing the corporate ladder. "What do you want from me today?"
- Bridge values gap between older and younger generations



Generation Y (1978-1990)

- Tech Savvy
- Ongoing Learning
- Goal Oriented
- Work/Life Balance
- Optimistic, high self esteem, entrepreneur drive
- High expectations of self, coworkers and employers



Speed Dating

- In developing relationships with other organizations:
 - What is important to you? What works for you personally?
- Discuss challenges in developing relationships between your organization and other organizations.



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Baby Boomers (1946-1964)



Leave It
To Beaver



Generation X (1965-1977)



(1978 -1990)

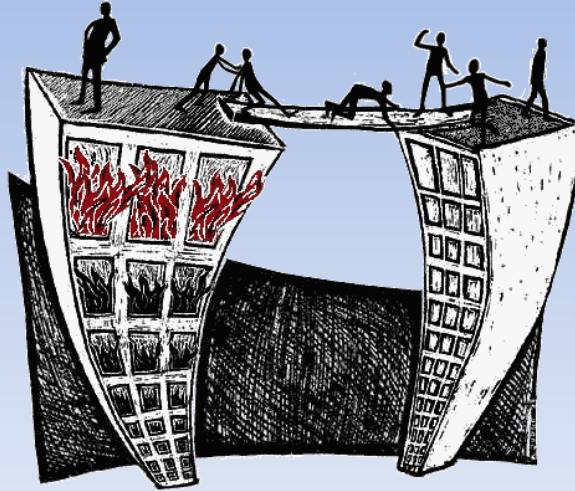
Going Steady – Getting Engaged

- Train Together
- Support local events & projects
- Document value of each partner

- Next....trouble in paradise!
Jealousy ??? Competition???



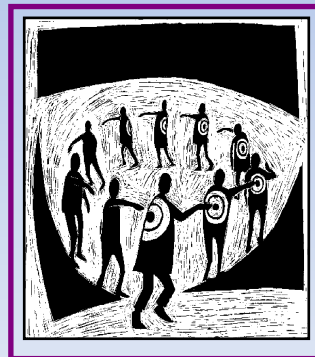
Which One Are You?



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Change is Good???

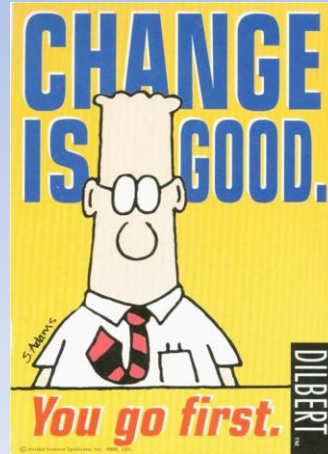
- Barriers verses Motivations
- People who are **Targets** of change make a choice...
- ...they choose to **change** or...
- ...they choose to **resist**.



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Change is Good???

- Resistance: A protective Mechanism
 - Natural
 - Normal
 - Logical



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Change is Good???

- Understanding culture
- Rules
 - Written
 - Unwritten
- Learn from History
- We learn from experience that choosing to change is either **NEGATIVE** or **POSITIVE!!!**



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How Change Feels

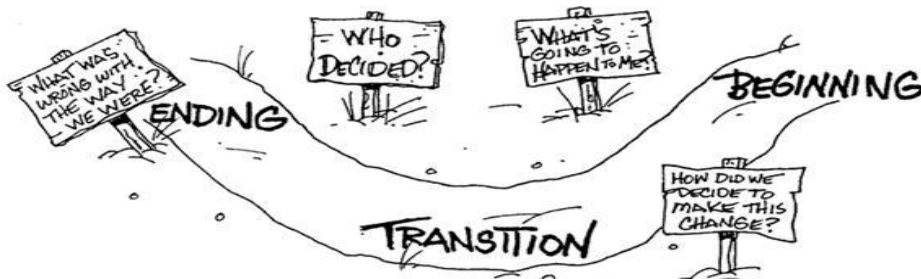
- Awkward, ill at ease, self-conscious
- Think first about what you have to give up, not what you might gain
- Feel alone, even if everyone else is going through the same change
- Can handle only so much change



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Facilitating Successful Change

- Safety Nets
 - Communicate
 - Teach/Train
 - Reward
- Anticipate Resistance
 - Targets
 - Culture
 - Rules
 - History
 - Safety Nets



Marriage

- What does commitment look?
- The honeymoon's over...



Solutions:

- **Choice** – Choose your battles carefully
- **Compromise** – Adjust expectations – *up or down!*
- **Confidence** – Building or rebuilding trust

We're Having a Baby!!!

- Awe at what has been accomplished together
- After delivery (post-disaster) pain fades away...work continues



ACTION STEP

- What will you do to sustain creative, long term partnerships?



Personalizing the relationship cycle to sustain creative, long term partnerships

- Understand your priorities, those of your organization and those of partners
- Gauge options for change and act
- Nurture the relationships: *Choice* (choosing your battles), *Compromise* (adjusting expectations), *Confidence* (building/rebuilding trust)



Thank You!

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