



## **PBA Global Dialogues on Partnership**

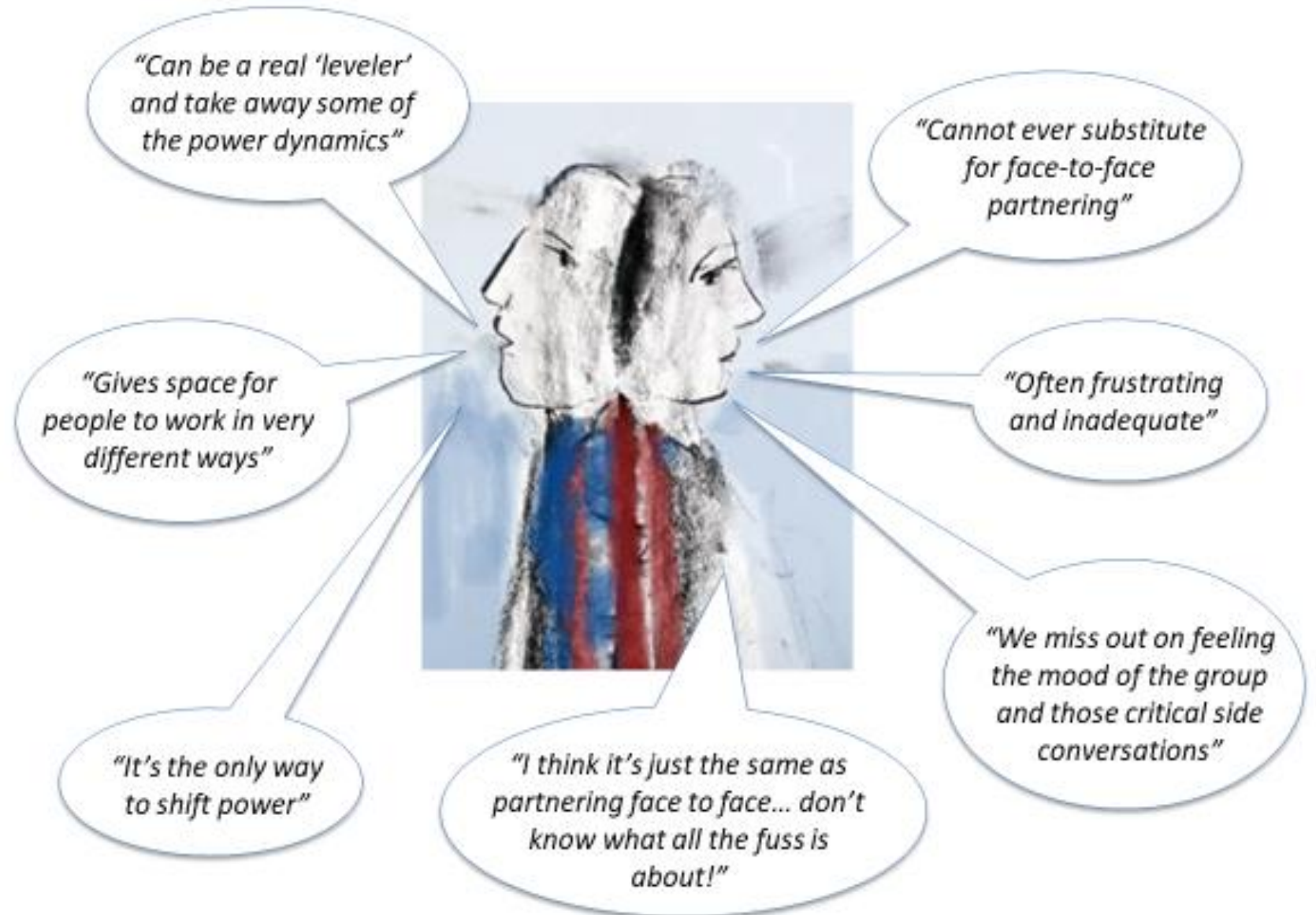
**Tuesday , October 27<sup>th</sup> 2020**



# **Building New Landscapes for Partnering Remotely**

**with Catherine Russ**

We found that research we conducted 4 years ago highlighted the range of views partnering practitioners had about partnering remotely



Source: Interviews at the DEPP meeting in Nairobi, Nov 2016



**REMOTE = being  
physically apart**

## **BROKERING PARTNERSHIPS**

**REMOTELY** = managing  
collaborative processes when  
you are not face to face

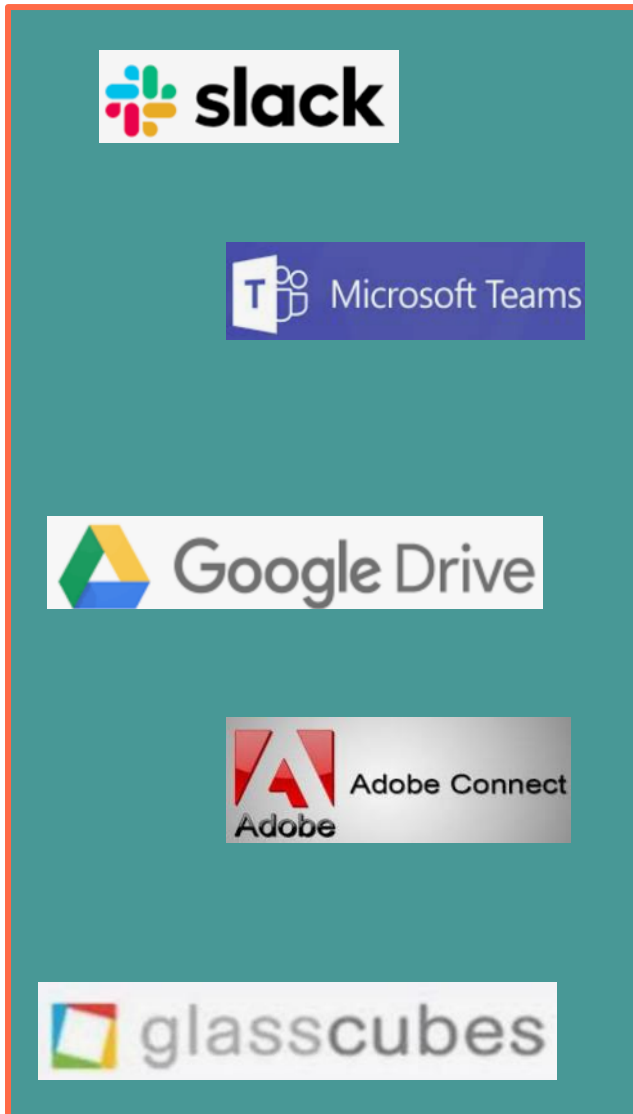
We saw that those who were struggling may have been trying to apply new ways of working from the old paradigm.

Those embracing the affordances of online working found a whole new landscape opening up.

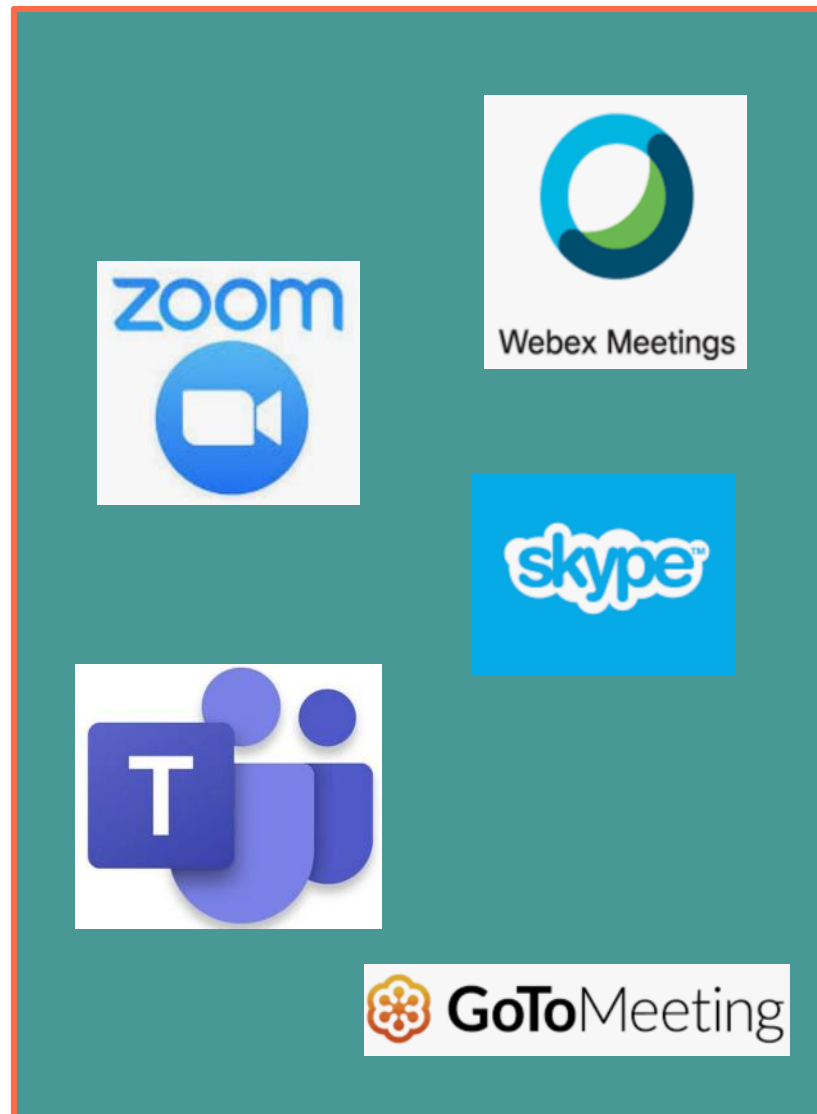


# Explosion of Collaboration Technology

## Meeting platforms



## Meeting software



## Collaboration software

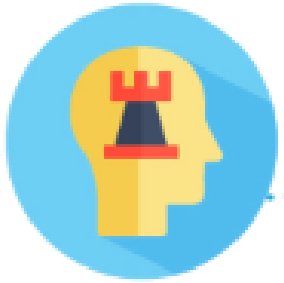


## So what does this all mean?

- Relying on technology to do the heavy lifting of bringing partners together
- Less focus on relationship management with higher proficiency at online task-, calendar-, contact-, document-, meeting- and software-management
- The more we layer technology into our sessions the less easy it may be to understand context and participant's circumstances.
- Possibility of competing for peoples' attention the way Facebook, Twitter and Google do.



# What's more challenging to do online?



Make eye contact

Read the room and get a sense of the group dynamics going on

Have informal time to get to know each other

Understand a person's context, whether they have support needs for example

Check in and support a participant who may be struggling

Build intimacy and a supportive environment

Facilitate peer to peer exchanges in plenary





# What's possible to do online vs. face-to-face?



## What partners can do

Make a decision to turn video on or off

Ask question of the facilitator as they're speaking

Answer other participant's questions and provide links to resources and websites

Chat box personal messages to other participants

Comment on facilitator during session

Tune out of the session by tuning in to email and other modalities

Attend from anywhere around the world and be able to watch recordings

## What brokers / facilitators can do

Script content and have notes handy

Pre-record content such as PPT presentations and send to participants prior to session

Create anonymous polls and check temperature of group numerous times

Co-create content using live software such as Google Docs

Engage in collaboration exercises through collaboration software

Work with much larger groups than face to face

Use imagery in creative ways to facilitate group expression



# The Three i's of Successful Remote Partnering

## Intentionality

- Putting more intention into what it is we're doing: is it team building, decision-making, exploration, trust-building we're wanting to achieve from our meeting?
- Opportunity to disrupt the status quo and create 'business unusual' and more intimate environments

## Inclusion

- Ensuring Individuals' needs are addressed on all levels
- Making the unheard voices heard
- Engaging hearts, minds and souls in new ways
- Making participants central rather than the content

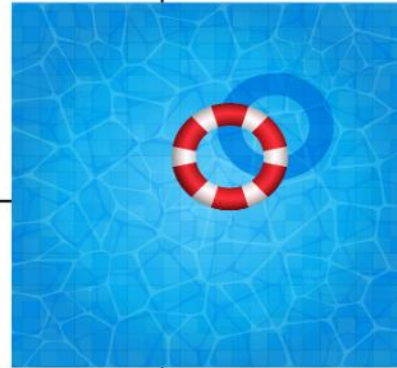
## Inventiveness

- Bringing humanity to technology – not being led by it
- Trying out multiple modalities and building on what works
- Having courage and doing something you may not have done before.

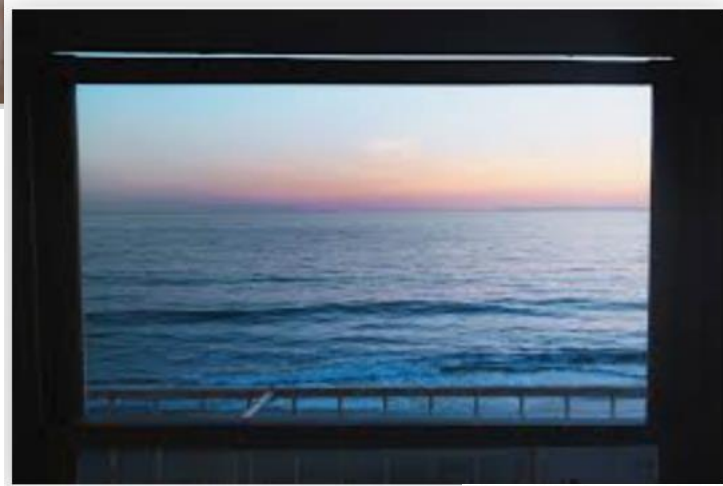
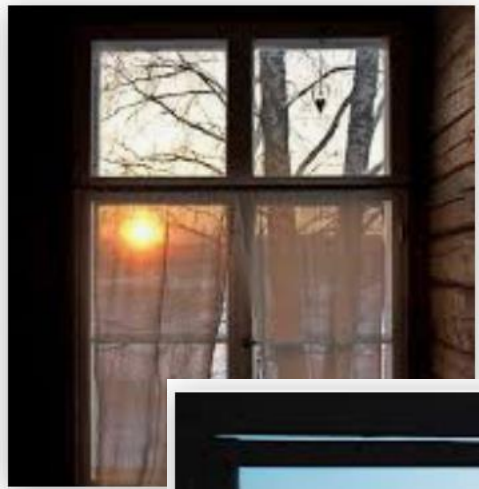


*A few ideas on inventiveness*

# How are you doing in your collaboration?



# What do you see outside of your window right now?



Pick an object near you and tell us something about yourself



# Create spaces in Mural, Miro or shared collaborative space to get to know each other

Photo:



Favourite quote:

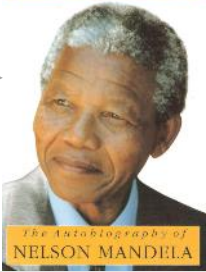
Favourite book:

Favourite film:

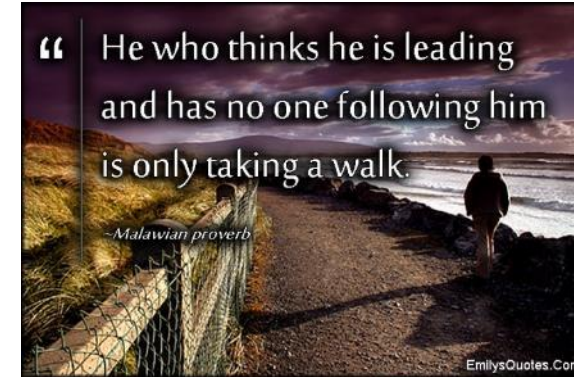
Favourite cause:

Favourite country:

LONG WALK TO  
FREEDOM



GREENPEACE



# My organisation: Name

Number of staff:



Number of different programmes:



Key achievements/ Awards:



Photos of operations:



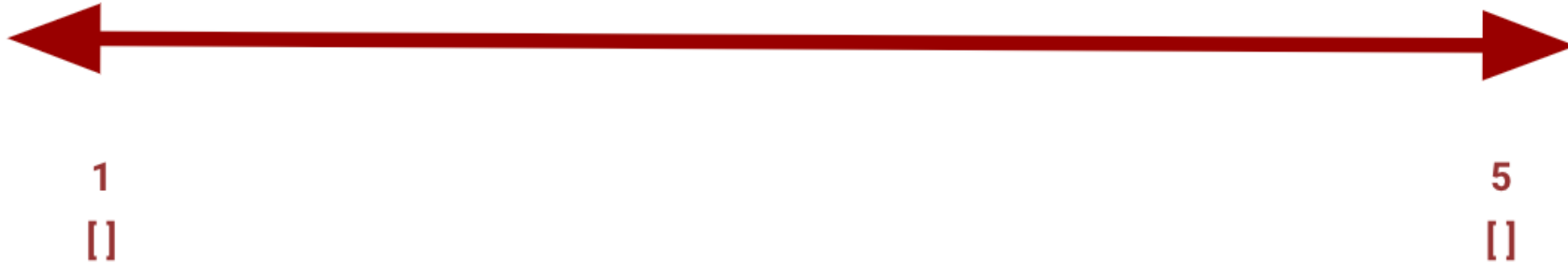
# Which image most represents how you feel now?

Type your number(s) and why in the chat.



**Drag and drop to put your name on the spectrum:**

**[PROMPT]**



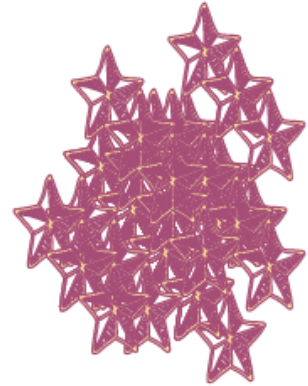
Name	Name	Name	Name	Name	Name
Name	Name	Name	Name	Name	Name



# Requests for this call

We're going to gather together online. Therefore, you may have wishes to your colleagues about the kind of space we create. *Write any requests you have on the list below. Affirm any requests by dragging and dropping a star onto it.*

- 
- 
- 
- 
- 
- 
- 
- 
- 
- 



# Using Zoom Whiteboard or others

Group Issues on M&M and R&R



Convening people ✓

Developing a common language

Too many people leaving - no on boarding of new partners



Having a sense of where people are at ... what's shifted between meetings that may be impacting their ability/desire to participate in the partnership ✓



Getting depth ✓ not just one focal point



Keeping people engaged

Doing check ins regularly ✓



changing priorities of partners - readjusting ✓



lack of progress causes disengagement ✓



High turnover of staffs - Time for social engagement - relationship building ✓



People not focusing on the call - multi-tasking ✓



## Virtual approaches to assessing partnership value and effectiveness - BRP group inputs Nov 2019

Question	Approaches for use on a call	other remote approaches & tools
How aligned are we with the principles we set for ourselves?	Do not discuss on a call - unfair	<p>Want to think <u>about in advance</u>. Do some prep. So send out in advance with a link to the principles. Send in some comments to the facilitator so can be anonymised.</p> <p>Provide evidence</p> <p>Surveymonkey anonymous to assess</p>
How effective are our decision making processes? <input type="checkbox"/>		Survey monkey. AND opportunity to talk openly. 1:1 call
As a donor - how are we doing, what feedback do we need to hear?		<p>Independent broker role as go-between. Multiple grantees together with <u>broker</u> to share feedback.</p> <p>Open to frank feedback? Or being defensive? Time to reflect if done remotely before discussion.</p>
How look differently if we <u>hadnt</u> partnered Cultural differences - eg Dutch can be blunt sometimes.	Video conversation - face to face experience. Person role models/sets the scene what it looks like from their perspective	See if 3rd party can support. Not written as different ways to interpret the question. Better suited to conversation rather than written.
Are we each getting the value we want from this partnership?		Face to face/ video conversation to get deeper, and maybe 1: 1 if not expressing openly

Calling time for a quiet moment or reflective space



# PBA GATHERING 2020 - Session 1.5.4 **Group Dynamics** in an **Online Scenario**

with Catherine Russ

**GROUP COHESION**  
is an **important**  
dynamic in  
**partnerships**

AND **Conflict**  
is a **sign** of a  
**HEALTHY**  
**PARTNERSHIP**



**The first 1/2 hour**  
sets the **atmosphere**  
& **container**

Create **SAFE SPACE**  
for **vulnerability**

**ensure HUMANITY**  
is in the **room**

How are **YOU**  
Feeling?



Be **JUDICIOUS**  
about  
**POWER BALANCE**  
created by formats

**ONLINE TOOLS** are like  
fast flowing  
rivers  
Use them  
wisely  
**PUT PEOPLE FIRST**

The **INTENTION**  
and **SETUP** of  
the **SESSION** creates  
**INTIMACY**  
(it's not about numbers)

What can we **LEARN**  
from **other communities**  
that will help us to be  
**MORE ENGAGING ONLINE?**

eg The sign language  
interpreters  
conference?  
(video)

**CO-BROKERING**  
is **Very important**  
in **online sessions**

**IMAGERY** is **Very**  
**welcome online**

# FREE ONLINE FACILITATING HANDBOOKS & RESOURCES

- Online facilitation guide: <http://www.leadinggroupsonline.org/ebooks/Leading%20Groups%20Online.pdf>
- Online guide on using technology: <http://bit.ly/quicktechguide>
- Online training website- [www.trainingforchange.org](http://www.trainingforchange.org)
- Slide templates: [bit.ly/lgo-template](http://bit.ly/lgo-template)
- PBA's Remote Partnering Workbook: [https://www.remotepartnering.org/wp-content/uploads/2018/03/Remote-Partnering-Work-Book\\_Feb-2018.pdf](https://www.remotepartnering.org/wp-content/uploads/2018/03/Remote-Partnering-Work-Book_Feb-2018.pdf)

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