Connecting Authentic Partnerships with our Guiding Principles

# ****Purpose:****

To draw connections between the guiding principles developed by the culture change coalition and principles of the Authentic Partnership approach.

# ****Objectives:****

* To reflect on, and perhaps revise, the coalition’s guiding principles
* To see how the 5 enablers of the Authentic Partnership approach can be used as ‘tools’ to overcome challenges and create a coalition that reflects their principles

# ****Materials and Preparation:****

* Print each of the 5 enablers of Authentic Partnerships in large font and create a handout which itemizes each enabler with its description. (See below).
* Write each of the coalition’s Guiding Principles on a single post-it and bring to meeting.

# ****Instructions:****

1. Attach the 5 enablers to the wall.
2. Read each of the Culture Change Coalition’s guiding principles aloud one by one.
3. After each guiding principle is read, ask Coalition team members to reflect on the Authentic Partnership enabler that best describes it (i.e,. what will enable this to happen?)
4. If there is an enabler that does not have a post-it on it, reflection and dialogue about it to determine whether the guiding principles needs to be revised/expanded upon.
5. Return to or focus on one or more of these enablers (and your group’s guiding principals) as you move through and along the Appreciative Inquiry process.

# ****Five Enablers of Authentic Partnerships:****

1. **Connect and commit**. This enabler joins partners from different backgrounds together, to mutually set partnership goals and guidelines, considering the strengths of all partners involved.
2. **Create a safe space**. To support the formation of strong relationships, a safe space must be established that is built on trust and where all partners feel comfortable and open, both physically and emotionally, to share their opinions. The space must also be free of distractions and fuel an awareness and sensitivity to any discomfort or frustration felt by partners.
3. **Value diverse perspectives.** This enabler emphasizes the importance of appreciating and considering all ideas, contributions, and forms of participation within the Authentic Partnership. This enabler also views differences between partners as opportunities to learn and grow from each other.
4. **Establish and maintain open communication**. Building strong lines of communication and connection within the partnership, requires partners to use accessible language, clarify meanings, and provide alternative ways of sharing within the partnership, which may include the need for flexibility during meetings, to provide partners extra time to share and  communicate.
5. **Conduct regular reflection and dialogue**.  This enabler focuses on ongoing check-ins throughout the development of Authentic Partnerships.  It promotes the need for personal and group reflection and communication within the partnership, to assess what is going well, what can be improved, and how the partnerships can be strengthened.