

KEY LEARNINGS

Creating Healthy Partnerships and Coalitions

RRRISE Convening Workshop - 11/5/25

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BARRIERS

Attendees brainstormed and discussed the practical reasons that partnerships falter. Attached are the full results of their ideation. Various themes emerged that warrant further exploration. They represent important opportunities for RRRISE to provide technical assistance, training, and support to participants to foster successful, sustainable collaboration within and across sectors.

Lack of shared vision/goals

Low commitment

No metrics for success

Staff turnover

Mistrust & blame

Poor communication

Lack of reciprocity

Unbalanced work distribution

Low transparency

Infrastructure/process issues

Lack of Accountability

Loss of funding

Time – not prioritizing the partnership

Insufficient investment in relationships

HEAD – HEART – HANDS

At the close of the session participants were asked to jot down one thing they learned (head), one thing they felt (heart), and one thing they will do (hands) because of this workshop. Photos of all responses are attached, some highlights below.



HEAD

- Resources are key
- New tools
- Incremental action is important
- Each partnership is an organism to be nurtured
- Strategies to work together better
- Any situation can be changed



HEART

- Gratitude
- Seen and heard
- Enlightened
- Hopeful & inspired
- Validated
- Empowered
- Safe
- Humbled
- Sad



HANDS

- Use the STAR map
- Find 15% solution
- Listen more fully
- Show up
- Develop philanthropy connections
- Create a website
- Share ideas w/ team
- Email a new friend

Why Partnerships Falter

Jumping ahead

Unbalanced Workloads

Lack of Commitment

No benchmarks - can't see "progress"

Loss of Value to partners

Unclear vision

NO SHARED VISION

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Lopsided & reciprocal back-off

Lack of Communication

Change of Ecosystems
A in macro-environment

Mistrust & lack of info sharing

Lack of active communication
clarity of expectations/roles

Lack of Trust or Trust violations

Loss of Value to one or more partners

Lack of commitment from all partners/Allies

Uncomplete project needs

Misunderstandings

Lack of Energy (money?)
"All Bonds require energy"

A few differing values can fault partnerships

Trust Issues

Unresponsiveness

Lack of accomplishments (tangible)

Key People from a Partnership leave

transparency

turn over of people

Communication

Communication

Blame

unrealistic expectations

bad communication

Performative Work vs. needed investments

Negativity

Personal biases

lack of continuity

1. Miss Communication

Nothing changes if nothing changes

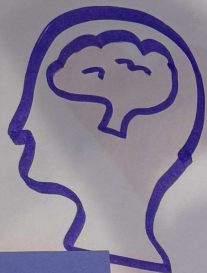
Passive Aggressiveness

lack of transparency

Conflicting Visions

Not Pulling Your weight





I LEARNED...

May be a way
to utilize an
existing effort
to sustain REISE

I can leverage
examples of success
& replicate those
models to new
challenges/opportunities

New partner/Allied
assessment
tool
Learned...

1 Kennel
To Be a
Better
Collaborator

Relationship
means having
meetings that
might not lead to
action yet

Shared
Issues

A Way to
Assess A
Partnership

HEAD
ASSESSMENT
TOOLS

15% Rule
- Do something
incremental
- Save money if it works

THERE ARE
WAYS TO CHANGE
ANY SITUATION.

THE BENEFIT
OF 15%
THINKING/
ACTION

Resources
are
Key

new partner-
ship focused
on building
internal (regional)
grant writing
capacity

We all
have
similar
issues.

A knowledge
diverse
perspectives

Each partnership
is an organism
to be nurtured

I learned to assess
tools to improve
partnerships.

Strategies
to work
together

Connect
more

MY
PART

On our part
with specific
questions



I FELT...

I felt
- Empowered -
Being a diver
is an asset

Gratitude

I felt
Inspired to
create better
relationships

I was
seen and
heard

Support!
♥
Felt...

A New under-
standing of
community
emergency prep

Shared
understandi

♥
Safe in
listening to others
and sharing my
voice



THE POWER
OF SHOWING UP!

ENLIGHTENED)

hopeful

Inspired that
actions are
being taken

Validated

I felt impressed
by what I learned
Tina is tackling.

I felt
sad

Heart
justified to
discontinue
relationship

I felt
reflective.

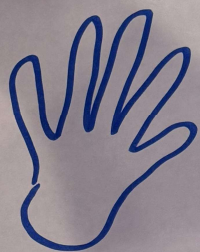
Proud of
my
accomplishments

♥
Humbled

Connect
more

MY
PART

On my part
with specific
questions



I'll DO...

I'll Do

- Get folks/stakeholders together to get input, feedback & commitment to next steps

Develop stronger Philanthropy connections.

Make sure people know they belong and are valued

Show up and take action

I will use The STAR System

Learn: New Tools (STAR) examine 15%

Feel: Safe space w/ all the minds

Do: use Tools (STAR) show up.

Hands
Move forward without regret or animosity

Communicate our group's needs clearer

I will do more work on relationship Development

Outline more steps towards Progress

USE the STAR tool on the Next Sector Specific Meeting

Find 1 or 2 15% solutions

CREATE A WEBSITE FOR PARTNERS TO CONTRIBUTE TO.

continue capacity-building work + bridge building

reach out & ~~contact~~ contact on a more regular basis
I'll do...

DO
Listen fully

Share ideas with my team

Communicate

Send email to schedule meeting with one contact I made here

I'll reach out to directly ask for feedback on our partnership with specific questions

Connect more

MY PART