

Addis Ababa University
College of Education and Behavioral Studies
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Inclusiveness

Chapter 8

Collaborative Partnership among Stakeholders

8.1. Understanding the concepts of collaboration, partnership and stakeholder

- ❖ Collaboration is defined as “the act of working together to produce or create something according to the capacities and abilities of individuals.
- ❖ A person should not be discriminated due to mismatch with other people’s abilities; because he has his own quality in other perspectives.

- ❖ Collaboration provides every team member equal opportunity to participate and communicate their ideas.
- ❖ To sum up collaborative engagement accomplished by a sense of partnership of individuals or a certain team member leads to achieve common goals and outcomes that would benefit all participants.

8.2. Key elements of successful collaboration

- ❖ In collaborative engagement the relationship of actors includes a commitment to:
 - ❖ Mutual relationships and goals;
 - ❖ A jointly developed structure and shared responsibility;
 - ❖ Mutual authority and accountability for success;
 - ❖ Sharing of resources and rewards.

❖ For the success of team work and or collaborative engagement in work and other places, the following elements are needed:

❖ Respect;

❖ Communication;

❖ Delegation;

❖ Support.

❖ Here are a few qualities that a successful team possesses:

- 1.They communicate well with each other.
- 2.They focus on goals and results.
- 3.Everyone contributes their fair share.
- 4.They offer each other support.
- 5.Team members are diverse.
- 6.Good leadership.
- 7.They're organized.
- 8.They have fun.

❖ Collaboration or team work should be guided by the following general principle:

- ❖ Establish clear common goals for the collaboration;
- ❖ Define your respective roles and who is accountable for what, but accept joint responsibility for the decisions and their outcomes;
- ❖ Take a problem-solving approach – with a sense that all those in the collaborative arrangement share ownership of the problem and its solution;
- ❖ Establish an atmosphere of trust and mutual respect for each other's expertise;
- ❖ Aim for consensus decision-making;

- ❖ Ask for and give immediate and objective feedback to others in a nonthreatening and non-judgmental manner;
- ❖ Give credit to others for their ideas and accomplishments;
- ❖ Develop procedures for resolving conflicts and manage these processes skillfully;
- ❖ Better still, anticipate possible conflicts and take steps to avoid them as far as possible. This is not to say that disagreements can, or even should, be avoided;
- ❖ Arrange periodic meetings to review progress in the collaborative arrangements.

8.3. The benefits and challenges of collaboration

- ❖ Collective engagement or cooperation has the following benefits and advantages:
 - ❖ Higher employee productivity;
 - ❖ Greater efficiency and less duplicated effort;
 - ❖ Access to additional resources or lower costs through sharing resources such as office space, administration or other aspects of an organization's operation;
 - ❖ Improved service coordination across agencies, with better pathways or referral systems for service users;
 - ❖ Team work culture building.

- ❖ In contrary, the following are key challenges for collaboration and or team work:
 - ❖ Indecisive decision-makers;
 - ❖ "E-fail" This is a little term used for when email straight up fails;
 - ❖ Miscommunication (When collaborating, there is always room for misinterpretation and miscommunication);
 - ❖ Process sinking vs. process syncing.
 - ❖ Too many cooks;
 - ❖ Negativity.

8.4. Characteristics of Successful Stakeholder Partnerships

- ❖ A stakeholder is any person, organization, social group, or society at large that has a stake in the business.
- ❖ Thus, stakeholders can be internal or external to the business.
- ❖ A stake is a vital interest in the business or its activities.
- ❖ Some examples of key stakeholders are creditors, directors, employees, government (and its agencies), owners (shareholders), suppliers, unions, and the community from which the business draws its resources.

- ❖ Stakeholders are usually parties who have a stake in a project and have a great influence on its success or failure.
- ❖ The benefit of stakeholders' participation in a given and project or program can be measured by the following points
- ❖ Provide all stakeholders with full opportunities to share their views, needs and knowledge.
- ❖ Build consensus through bringing together a diverse range of stakeholders to share needs, information, ideas and knowledge and harmonize the objectives of individual groups to reach common societal goals.

- ❖ Successful stakeholder partnership is characterized by:
 - ❖ Existence of an agreement;
 - ❖ Sharing of profits or stratification for the services offered to the community;
 - ❖ Establishing equal and equitable relationship;
 - ❖ Membership without discrimination;
 - ❖ Nature of liability;

- ❖ Fusion of ownership and control;
- ❖ Non-transferability of interest;
- ❖ Trust;
- ❖ Common values;
- ❖ Defined expectations;
- ❖ Mutual respect;
- ❖ Synergy;
- ❖ Great two-way communications.

❖ Good partners and allies as stakeholders on a certain project and program initiative:

❖ Have a similar audience;

❖ Are not your competitors;

❖ Can give you access to new customers and prospects;

❖ Want to work with you;

❖ Want something you can offer.

8.5. Strategies for community involvement in inclusive development

- ❖ Community development is about the inclusive involvement of all people, regardless of their diversities, enhancing equality, respecting their full right in terms of educational opportunities and employability.
- ❖ The creation of opportunities to enable all members of a community to actively contribute to and influence the development process and to share equitably in the fruits of any development endeavors.

- Participation has an intrinsic value for participants and a catalyst for further development.
- Due to the reason that it:
 - Encourages a sense of responsibility;
 - Guarantees that a felt need is involved;
 - Ensures things are done the right way; uses valuable indigenous knowledge;
 - Frees people from dependence on others' skills; and makes people more independent and productive.

- ❖ The following strategies are believed to be useful for inclusive development through promoting community involvement
 - ❖ Commit to the participation of all persons with diversities;
 - ❖ Establish non-discriminatory and effective communication with all people with diverse back ground;
 - ❖ Tap into local networks, culture and indigenous experiences of inclusiveness;
 - ❖ Use all possible communication channel including sign language for deaf people.