

Appendix 4: Evaluation Form Summaries

Statewide PCP *Strengthening Partnership* Workshops

1. What are one or two things from today that you found refreshing and/or interesting (particularly in terms of the workshop purpose)?

Gippsland Region 1 (19 people, 14 April 2008)

- focussing on means rather than ends
- value of personal relationships
- we are heading in the right direction; we have the basics to build on
- volunteer model (4)
- humanising our work – who I am, what I do
- importance of balance
- value of partnerships
- need to consider and respect people's feelings/spaces
- stable/dynamic model of management – managing, not resolving tensions (2)
- purpose, method, outcome
- communication for life
- I do have a worthwhile contribution
- time to reflect on individual lenses
- less/more points
- importance of real conversations (3)
- interactive/informal style – can transfer to my interactions with others (3)
- diverse individuals bring a range of skills and perspectives to PCP (2)
- reinforced previous learnings – ways to apply in my work
- above and below the line – balance in style

Gippsland Region 2 (22 people, 15 April 2008)

- the talk about conversations and how we conduct them (6)
- expressing curiosity without expressing “why”
- above and below the line - importance of working below the line (3)
- managing not resolving tensions (2)
- wide range of models and stories to illustrate (2)
- freedom to use workbook as we choose
- importance of focussing on emotion
- building relationships (3)
- we are more than our work- permission to be ourselves
- energy of presenter, real life examples, down to earth, engaged all day – no power points (4)
- value of concepts and their practical application
- levels of organisational consciousness
- overlap between business/corporate and health arena
- our ideas of less structure + more flexibility are validated
- congruence in thinking between PCP members – networking (2)

North and West Metro Region 1 (19 people, 16 April 2008)

- Is ok to work below the line
- volunteer model (6)
- conversation model (4)
- importance of relationships
- things to place more emphasis – things to put into practice (2)
- challenge of developing partnerships & the impacts of consciousness
- volunteer model – would like those not here to hear this and reflect
- networking – opportunity to meet PCP people (3)
- theory presented in entertaining way – stories great (2)

<ul style="list-style-type: none"> - not getting bogged down into creating actions - different ways of working in partnerships – exceptionally valuable - stable – dynamic - emphasis on building relationships - enjoyed content and format of workshop - theory/practice - start by considering structure and style of potential partners – don't assume they have the same way of achieving common goal
<p>North and West Metro Region 1 (10 people, 17 April 2008)</p> <ul style="list-style-type: none"> - volunteer model (2) - above & below the line – strategies to connect with agencies (2) - range of information presented and their flexibility (3) - intersection model (2) - commonalities to be embraced - curiosity/conversations (3) - managing tensions
<p>Barwon South West Region 1 (46 people, 23 April 2008)</p> <ul style="list-style-type: none"> - above and below the line (2) - value of below the line conversations – crucial to partnerships - managing /balancing tensions (3) - conversing not convincing (4) - particularly enjoyed the presenter – ways of making comments real (4) - the models put forward – challenging the way I engage with peers - variety of partners with which to partner to increase capacity - individual people's preferred method of giving and receiving information – brain dominance (3) - importance of relationships (not MOUs!) (2) - focus consistent with COGG primary value approach - intersection model (2) - not new material but application to partnerships was - strong relationship between language and partnerships (2) - volunteer model - ok not to be in volunteer all the time (2) - ideas/structure/framework - alliances are valued - shared views/common goals/purpose (3) - conversations started, but answers not determined - models all useful-will take it all back – lots of ahah moments - cutting back to minimum critical specifications – not getting bogged down
<p>Barwon South West Region 2incomplete (24 April 2008)</p>
<p>Loddon Mallee Region 1 (44 people, 5 May 2008)</p> <ul style="list-style-type: none"> - volunteer model (9) - appreciation of difference - above and below the line (7) - will now get involved with the PCP - shared purpose – common goals – purpose, method, outcome (6) - need to listen – less whinging - inclusion/exclusion (2) - brain dominance (5) - conversing not convincing (6) - reaffirmation of how I operate - identity (2) - elements of partnership - interesting and diverse group - real examples – exploration of models, not lecturing (3)

- importance of relationships in all parts of life – conversations (2)
- value of person regardless of status
- all of it – really enjoyable – fantastic delivery (2)
- managing tensions

Loddon Mallee Region 2 (35 people, 14 May 2008)

- volunteer model – where we really are (11)
- respecting other’s needs - intersection (5)
- communication –laws of conversation (2)
- great integration of concepts of partnership – practical experiences of making them happen (2)
- passion & insight of excellent framework
- refreshing workshop/great networking (4)
- simple ways of analysing relationships
- broad/holistic nature of workshop – great energy
- PCP is method - not the purpose
- structure and culture
- less emphasis/more emphasis (4)
- dynamic/stable relationships (4)
- opportunity to think about different situations and range of levels
- looked at self and challenges of implementation at work (3)
- focus on own workplace
- facilitator’s style – engaging aspects – moving around
- self awareness at meetings – my behaviour (2)
- communication styles
- recognising the diversity of people and orgs (3)
- nothing like what I expected
- intersection model
- below the line is important
- challenging my understanding of partnership
- understanding that our PCP is doing well but can always do better
- Bendigo Bank anecdote
- Balance
- Working with people who are different

Southern Metro Region 1 (34 people, 6 May 2008)

- valuing difference
- discovering purpose
- similarity between PCPs
- use of models seen and used in different settings – applications to partnerships
- importance of working together – understanding different mix of skills (2)
- value staff opinion – listen to them
- be aware of the way you re reacting (volunteer Whinger etc) (3)
- stable/dynamic possible refocus for groups (2)
- above and below the line-below the line is always worth promoting (5)
- self awareness & understanding that what is said may come across differently to others
- curiosity in conversation (6)
- importance of people in relationships keeping the human perspective (3)
- not saying “why” – being curious
- tensions discussion
- focus on self – internal v/s supporting external relationships
- importance of process and real dialogue
- tools and activities
- power of stories

- new enthusiasm in PCP
- importance of the journey in change management
- importance of clarifying purpose – always a common starting point

Southern Metro Region 2 (33 people, 2 June 2008)

- conversation model (curiosity) – how you converse is critical (7)
- organisational consciousness (2)
- finding purpose – strategic intent – what is important to partners (5)
- we all struggle at times
- confirmation of the value of genuine partnerships (2)
- MOUs not necessary to get work done
- managing internal stakeholders (3)
- importance of illustrating the abstract with stories (stories really helpful) (2)
- recognising the strengths of my partners – how to contribute (2)
- reflection on working partnerships/relationships – importance of building trust (5)
- stable/dynamic (2)
- thinking tensions
- fantastic grip of content – I am inspired again!
- fresh thoughts/adaptable concepts – stimulating style (3)
- need to go beyond the formal (2)
- importance of below the line interactions (2)
- no models are perfect, some are useful (managing these tensions)
- go beyond comfort zone
- volunteer model (2)
- more of/less of
- thoughtful day of doing things differently – value of exploration/diversity (2)
- brain dominance (2)
- everyone has a story
- content excellent/ delivery excellent

Grampians Region 1 (25 people, 12 May 2008)

- the level of engagement of member agencies
- intersection of where partnership begins
- practical examples of theory
- volunteer model (8)
- broad group commitment to PCP
- need to maintain and develop partnerships including creating new ones
- intersection/conversation model (8)
- developing shared purpose (4)
- tell me more
- models can also relate to my own organisation and my personal life
- pre-drawer visuals
- best value
- all models and it's ok to be relational
- more working with internal stakeholders
- above and below the line (2)
- interesting presenters
- refreshing approach
- brain dominance
- use of posters for models
- non tangible work is still valid
- stable/dynamic
- more/less
- all of it
- how interesting partners found workshop and how engaged they were
- can always be challenged from our paradigm lock

Grampians Region 2 (29 people, 13 May 2008)

- volunteer model (8)
- brain dominance (5)
- less of / more of (5)
- "tell me more" (2)
- refocus on what's important in developing partnerships
- how people interact and their requirements to do so
- above and below the line
- laws of conversation
- commitment to looking for commonalities - shared purpose (8)
- 7 levels of consciousness
- new ways of presenting information- energetic, animated, balanced, interactive (2)
- openness, energy and understanding that Colin brought
- partnerships is about relationships (2)
- less confused about my performance
- simple ways to analyse relationships and how to progress them

Hume Region 1 (36 people, 15 May 2008)

- below the line – getting meaning from conversation (5)
- brain dominance (2)
- sharing resources by Colin and Marie
- acknowledgement of the people who have influenced the material
- recognition for / of need for change
- how far PCP has come despite the hurdles
- clarity and direction
- volunteer model (5)
- opportunity for discussion, networking and presentations
- art of conversation for building conclusive collaboration (2)
- reminder that finding the essential humanness works in all contexts (3)
- order of creation – review/purpose/method/outcome
- partnership passion in the room – willingness to share ideas (3)
- models of partnerships/relationships
- understanding why some partners may not engage as much as others
- similarities between organisations
- lots – the use of language in building partnerships
- very refreshing
- gave me language to form framework – consolidated my personal approach
- capacity of presenter to engage everyone – no weasel words (3)
- need to be more open about structure and purpose (2)
- value of networking

Hume Region 2 (20 people, 16 May 2008)

- emphasis on shared purpose
- brain dominance (2)
- conversations – order of creation - curiosity (4)
- less of /more of
- great stories, loved the whole thing, feel renewed, keen to engage again (2)
- stimulation on topics –variety of topics (2)
- challenge to find what w agree on, not what divides us
- thought provoking
- transparency can be all about conversing
- levels of organisational consciousness
- great networking
- volunteer model
- loved the exchange of ideas
- finding shared purpose

<ul style="list-style-type: none"> - resources/posters will be useful - together we do better
<p>Eastern Metro Region 1 (26 people, 22 May 2008)</p> <ul style="list-style-type: none"> - that some ideas I've had about partnerships are well grounded - conversation model (4) - below the line conversations (3) - great presentation – brought material to life - think outside the square - working out how to overcome barriers - reminder how different people process information – learning to be more open - importance of stories as tools - re-establishment of shared PCP energy (2) - framework for thinking and reflecting on my own style - innovative presentation – looked beyond org structure - 'best practice' not necessarily the best way - move away from accountability as only mantra - understanding org culture – accepting difference - being together with no other purpose than to strengthen the partnership (2) - volunteer model (2) - great content – well presented - working on internal stakeholders - levels of consciousness - being more connected to number of people and orgs - re-engaged with everyday principles
<p>Eastern Metro Region 2 (22 people, 23 May 2008)</p> <ul style="list-style-type: none"> - importance of relationships - value of below the line work – above and below the line model (3) - how to influence people, starting with internal structure - start from being curious – conversation model (10) - everything – inspiring – thoroughly enjoyed the day (2) - value of relationships and importance of effort to make these work (5) - volunteer model (5) - notion that best practice can suffocate innovation - putting big picture into simple speak –stories bring things to life (3) - different perspectives (2) - making a difference – engagement and trust are the keys - processes/systems need to be “good enough” - don't get bogged down (2) - practical examples - high level of congruence in the PCP – all want to grow the partnership - more of/less of - whinging is ok sometimes - stable/dynamic

2. What are the main ideas and reflections you will take away from this workshop?

On a personal level	For your organisation	For your PCP
Gippsland Region 1		
<ul style="list-style-type: none"> - importance of conversations - volunteer model – great lens for assessing communication strategies - need to converse more - endure balance between 	<ul style="list-style-type: none"> - need shared 'common ground' before we can move forward - identify how we will work with partners – where they sit on volunteer 	<ul style="list-style-type: none"> - more emphasis managing tensions between stable and dynamic - PCP needs an identity and that individuals are

On a personal level	For your organisation	For your PCP
<ul style="list-style-type: none"> stable and dynamic - communication, shared experience, appreciative enquiry - it's ok to be below the line - On the right track to building bridges - working informally but purposefully - importance of person to person relationship (2) - revisited self awareness – personal and professional – where they mix and influence each other - don't forget to think about “above the line” - step back from “business” and trying to focus on what's really important - confirmed who I need to relate to - listen more and ask more open ended, less confrontational questions 	<ul style="list-style-type: none"> model - different approaches to conversation – take more time - improve communication across organisation and with the community - need to do more than lip service to PCP - a willingness to work with PCP but need more input from higher management - our strategic direction interface with PCP - take time to find out why - bridge building as a step to volunteering participation - respect where people are at in the “volunteer model” and create real conversations to reach common ground - more ideas around effective “but in” where govt initiatives lead to changed practice - decided where to focus organisational level energy - count value of journey successes 	<ul style="list-style-type: none"> part of this - identify how we will work with partners – volunteer model - to be more active – it can be done - all members have something to offer – accountable to PCP process - good collaboration with organisation - building opportunities for formal conversations so that strategic involvement occurs - improving the quality of conversations to enhance partnerships - keep the communication open, respectful and find time for fun! - how to balance the relationships between stable and dynamic – managing the tension - PCP is the method – this will help me define how I participate - be more accessible
Gippsland Region2		
<ul style="list-style-type: none"> - balance of technical/formal and emotional - value of conversation - importance of self and fellow workers (2) - importance of curiosity in questions - awareness - volunteer model - conversations and engaging people (3) - value of relationship building (2) - using enquiry within conversation/argument - will be more relaxed- below the line is ok! - communication with my partner – no “why” questions - greater personal understanding - above and below the line - asking and wanting information - being a more dynamic 	<ul style="list-style-type: none"> - networking - work at moving people back to volunteer quadrant (2) - feedback - organisational consciousness (3) - getting to know each other as people first - need to have this workshop for managers/execs - internal relationships are important in building external relationships (2) - managing not resolving tensions - working below the line – prioritise - how to engage people better for outcomes 	<ul style="list-style-type: none"> - what is out there – ask - look for shared intersections/purpose (2) - support - balancing tensions (2) - good relationships exist – will lever off the notion that DHS “get it” - moving on in this direction – basically sound (2) - purpose and value of partnerships - more effort in below the line – informal / formal - building stronger relationships through curiosity - difference in personalities and working that to advantage - work collaboratively with new chair and new exec officer – similar views

On a personal level	For your organisation	For your PCP
leader/manager		
North and West Metro Region 1		
<ul style="list-style-type: none"> - conversation /convincings (7) - below the Line (2) - volunteer model – where I am at (3) - need for more personal self-reflection prior to analysis of other relationship - role and skills involved in facilitation - having conversations (2) - partnerships are different – different stages and need to be maintained - listening – planning to build a bridge - one thing to know another to do - start afresh 	<ul style="list-style-type: none"> - all about the difference - common style and organisational consciousness - finding right balance re resolving tensions (2) - levels of organisational consciousness - stable/dynamic (3) - models and ideas to explore agency level - how we need to maintain the leadership role for PCP - discuss shared purpose with HP group - view partnerships as collaboration rather than opportunities to achieve KPIs - finding the middle ground - journey evaluation and ways to remain dynamic 	<ul style="list-style-type: none"> - respect and care understanding - partners need to focus on same key pathway - working below the line - enhancing my role on steering committee from all of the models - stable/dynamic - internal examination of models – does the BNCA work - more commitment to the development of partnerships - work towards finding the right balance - work with management group on clarifying purpose and role of PCP - moving to dynamic - need to spend time maintaining the partnership – keeping the balance between stable/dynamic - discuss shared purpose - below the line - real conversations - less is more
North and West Metro Region 2		
<ul style="list-style-type: none"> - adopting balance between stable and dynamic - successful conversations – genuine curiosity (4) - furthered my resolve to pursue service to humanity - common purpose - volunteer model - reinforced personal beliefs - how to gather information and listen 	<ul style="list-style-type: none"> - where to place emphasis - awareness of personal relationships – building and difference - possibilities of effective communication - think about how well org operates below the line - above and below line enlightenment - strengthen shared vision/purpose 	<ul style="list-style-type: none"> - keep focussed on flexible use of models - balancing stable/dynamic - what are real priorities - how to bring range of people together towards common goal - how to work better collaboratively - tensions between system demands and getting things done in community - network of partners important to achieving goals
Barwon South West Region 1		
<ul style="list-style-type: none"> - into habitual responses - interaction with partners - get to know purpose of partners – listen to their point of view (3) - better communication/conversing skills (4) - managing/not fixing tensions 	<ul style="list-style-type: none"> - ways of helping partnership develop - frameworks we can apply - work on partnerships/networks (2) - posters/concepts to bring back to work - relationships – less paperwork 	<ul style="list-style-type: none"> - ways in which our org can make better contribution - building climate for partnering (3) - want to collaborate (2) - above and below the line - shared purpose (2) - different models of

On a personal level	For your organisation	For your PCP
<ul style="list-style-type: none"> - increased level of self-awareness and of others(4) - getting in touch with my passions - affirmed approaches about working with partners - responsible for own attitude - be honest and don't pretend - volunteer model (3) - curiosity - love what I do - be more open – not looking for quick fixes (2) - have capacity to catalyse partnerships - different models and my place within them - more ideas - above and below line 	<ul style="list-style-type: none"> - laws of conversation – how to engage management into curious conversation (3) - creative strategies for positive relationships with Barwon Health - clarity around purpose (5) - volunteer model - awareness of language - org is on right track – shared direction with PCP - stop trying to please everyone - more talking less e-mail - being present in partnership (2) - managing tensions (2) 	<ul style="list-style-type: none"> structure - more face to face meetings - conversations - clarity of purpose – and be more active - collaboration – seed discussion - take risks and be courageous - intersections – many opportunity - need to follow up with facilitated workshop to continue ideas - establishing good conversations as a starting point - practice & practice conversations
Barwon South West Region 2 – incomplete workshop		
Loddon Mallee Region 1		
<ul style="list-style-type: none"> - listen more (3) - looking for shared purpose and intersection points - curiosity – conversations (7) - information sharing - greater awareness of driving factors (2) - where I am on volunteer model (3) - valuing current contributions - build relationships (2) - more tolerance for whingers- bring them to volunteer - review approach – remember feelings - better communication - brain dominance - enjoyed presentation - how I personally work and how other partners work - value current contribution - will stay red and listen/empathise with my wife - start with common facts - customers second, staff first - use models everyday - below the line before above the line 	<ul style="list-style-type: none"> - partnerships and their importance - partnerships rely on shared purpose (3) - the tension lens (2) - continue relationship development (2) - where people are on volunteer grid and how to move them through (6) - embracing differences (2) - reflect on approach my team takes - understanding those who are “stuck” - stable/dynamic - management also need to participate in building relationships - build relationships (2) - will stay a red and listen/empathise with my team - Better personal understanding - need to value the present - more inclusive language 	<ul style="list-style-type: none"> - what is our shared purpose? (4) - new beginnings - better understanding of goals/methods - strengthen relationships (2) - identity - above and below the line - inclusion/exclusion (2) - developing the right working relationships - untapped potential of our PCP - greater inclusiveness/ grater collaboration (2) - share more personal information to build relationship - be more involved - clearer indications for PCP - raise profile of other non-health services – be more dynamic (2) - will be the PCP contact now
Loddon Mallee Region 2		
<ul style="list-style-type: none"> - communication strategies/styles (2) - developing trust relationships – should have highest priority 	<ul style="list-style-type: none"> - volunteer model - resolving some internal contradictions ensure awareness of PCP (2) 	<ul style="list-style-type: none"> - develop our partnership - find shared purpose (4) - commitment in involvement

On a personal level	For your organisation	For your PCP
<ul style="list-style-type: none"> (4) - Importance of good transparent communication - need to be truly curious (2) - volunteer model – great tool for reflection – have a bunch of questions to ask myself (5) - facilitators very empowering - treat someone not as you would like to be treated but as they would like/need to be treated (2) - ways of listening which open up rather than shut down – ‘tell me more’ (4) - shift in way of work preferred - my style of management (green) - convincing/conversing/curiosity (3) - rethink some of my approaches to staff - be more open to people - be more aware of where others ‘sit’ - use this information at home - self-awareness - question my motives constantly - be aware that people are not at the same place as me - thinking before speaking - come from sameness angle - new methods of communication – ways to initiate change - I’m red and it works for me - Self assessment – above the line, below the line - Balance is achievable - Trust is precious, easily lost and hard to restore - 	<ul style="list-style-type: none"> - focus on purpose - balance between stable and dynamic - be positive about other organisations - professionalism - assess and further build existing partnerships – useful for one in particular - thinking about where people might be in the change process - dynamic focus - below the line (2) - need to get true internal messages consistent (2) - how my style of management impacts on my workplace - how our organisation can do things differently rather than expecting others to change (2) - rethink my approach and strengthen within our organisation (2) - healthy partnership behaviour - staff are number 1 - work more openly with other departments - find more time to commit - identify areas where our organisation can focus to achieve even better outcomes (2) - reduce focus on ‘best practice’ and increase focus on common goal to ‘make a difference’ - reduce the question ‘why’ - levels of organisational consciousness - effective methods to move conversations forward (2) - leadership for customer service - be selfless to be curious - purpose, method, outcome - reach for continual renewal and learning - need blue people as well as red - organisation mirrors PCP relationships 	<ul style="list-style-type: none"> - cooperation depends on people - keep up the good work - collaborating from our broad shared vision - below the line work (3) - we’re not doing too badly - making alliances work – dynamics - identify partner agencies and consult - internal stakeholder / partnerships - encourage trust and openness - ask questions of sub-committees - through an exceptional PCP, push the dynamic - expanding partnerships, celebrating successes - explore balance - keep volunteers engaged even if they are in whinger or prisoner - increasing the partnership through conversation - place more emphasis on building relationships (2) - volunteer model – how responses affect PCP work - we are on the right track - finding right linkages VIP - cross agency communication and dealing with resistance - trust – ask the right questions - listen, be generous – strive to make it work - intersection model and common ground - celebrate the dynamic and recognise the methods - talk more above the line - have more contact - a long way to go

On a personal level	For your organisation	For your PCP
Southern Metro Region 1		
<ul style="list-style-type: none"> - why do questions need to start with “why” (2) - need to build relationships (2) - improve conversation methods – curious (6) - great to talk to people not just org reps - made connection with colleagues – be aware of me (3) - reaffirmation of me - brain dominance implications (2) - below the line conversations (2) - refreshing point of view - awareness affirming - self-awareness - I am typical! 	<ul style="list-style-type: none"> - value of the road, not just the outcome - need to listen to staff more - use learning in work - take time to be interested in each member in my team (3) - further insight to purpose of PCP – challenges for us - PCP is method - better org understanding - curiosity - shared purpose (2) - volunteer model (3) - being more dynamic - we are asking the right questions - focussing on process - using the simple elements to ensure commitment to PCP and my org (2) - understand strengths realise effects of our words 	<ul style="list-style-type: none"> - common good – all parts share the purpose - PCP is method and a tool for common good (2) - will come to the table with a more genuine attempt to build partnerships – voluntary effort (3) - strong partners lead to a vibrant PCP - discuss full role of PCP - similar issues for reps is reassuring – look at support strategies - good org of day - find connection below the line (2) - find common purpose (3) - importance of open communication - ongoing learning, discussions to understand role and purpose - find alternative ways of doing things - brain dominance implications for PCP - capitalise on our strengths
Southern Metro Region 2		
<ul style="list-style-type: none"> - think about purpose - why I respond and do things the way I do – it’s ok to be me - I’m doing ok with this stuff - step back and engage on a personal level - reflection - be more curious in conversation and really find intersection (11) - volunteer model implications (2) - keep in touch with what motivates me - use volunteer model flexibly - level of congruence between “me” and work as a method - people are ready for change - reflect on personality styles - build relationships- move out of my comfort zone - open mindedness / flexibility - consult and converse – don’t get too focussed on ‘less of’ - how I work in partnership and how I motivate others 	<ul style="list-style-type: none"> - where culture is organisationally - more networking - organisation is pretty healthy, but more work on and in it - organisational consciousness (2) - different individuals contribute different things - shared purpose (2) - ok to focus on relationships not just MOUs - focus on internal stakeholders – position of respect (3) - move out of internal focus level - building partnerships with balance between formal (structured) and informal (dynamic) - look anew at meaning of ‘best practice’ - above and below the line 	<ul style="list-style-type: none"> - relationship building, listening (2) - review the way we work together - need to balance the stable and dynamic - first timer, so glad to join – will continue connection - revisit purpose (6) - focus on more than just planning - volunteer model - levels of consciousness - now speak common language and shared conceptual - change the paradigm – develop real partnerships base - increase collaboration - actively participate - very new – finding out more - how we can do better - how to move to dynamic end more – how to add

On a personal level	For your organisation	For your PCP
<ul style="list-style-type: none"> - need to be more aware of personal space I am in and be more constructive 	<ul style="list-style-type: none"> - value 'difference' as a positive opportunity (3) - follow up links – enhance the work we do together - dynamic nature of developing partnerships - how I work in partnership and how I motivate others - better understanding of personality types - my place within a team environment and the contribution I make 	<ul style="list-style-type: none"> 'yellow' - importance of partnerships
Grampians Region 1		
<ul style="list-style-type: none"> - listening, enquiring not judging (5) - using more curiosity in questions (5) - my impact on others - volunteer model (3) - need to articulate my own purpose - “tell me more” rather than “why” - intersection – look for it (3) - all models are dynamic and you can move within them - above and below the line - I value self-awareness - be prepared to show my vision - fight fair in arguments - conversing is not a waste of time pen communication (2) - shared interests have big impact 	<ul style="list-style-type: none"> - structure around dynamics - curiosity (2) - volunteer matrix (2) - Barrett’s work (consciousness model) (2) - powerful conversations - above and below the line - have some great tools for leadership - need to be comfortable to step over the line to “above” - affirmation of my approach - seek better interaction with parent body - manage internal stakeholders and be more aware of org readiness to participate (3) - work below the line (3) - be more flexible and communicate better (2) - negotiation skills will be useful - be more aware of how our people interact with other orgs 	<ul style="list-style-type: none"> - improved communication with partners (2) - how I participate more actively - my work is already on track - improve management skills for use with PCP - more need to connect with CEO level - revisit common purpose (8) - values of PCP as relationship builder - will be more involved and think more about how PCPs can be used (2) - be more aware of intentionally and strategically selecting partners - keep PCP informed of what we are doing - openness to new collaboration
Grampians Region 2		
<ul style="list-style-type: none"> - treat people the way they need/want to be treated - need to listen and discuss more - focus on shared purpose - validating that what I do each day is worthwhile (3) - complexity of relationships and need for conversations - reflect on practice esp stable/dynamic - curious questions (3) 	<ul style="list-style-type: none"> - assess and build some existing partnerships – useful for one particular partnership - it’s ok to talk without achieving a tangible outcome - org stories are important – need to build more - networking helps maintain direction - using information to help 	<ul style="list-style-type: none"> - there are different ways of achieving desired outcomes - fantastic – will be working with orgs in an effective sense - capacity building - create opportunities for conversations with a clear shared purpose - value differences more – listen, reflect, be more

On a personal level	For your organisation	For your PCP
<ul style="list-style-type: none"> - idea that partnership is not tangible, but still worthwhile - will be more conscious - change management is chaotic and not linear - less convincing – more conversation - volunteer model (4) - resist “clever” statements - brain dominance - need to hold back more to be a persuasive person - try to understand other person’s purpose - I can understand better where other people are coming from - be more aware of where others are at - my skills and who I am is relevant to how I work 	<ul style="list-style-type: none"> by team - more of /less of - look for opportunities to share ideas and resources - different ways of working – neither being right or wrong, just difference - how do we fit in 7 levels of consciousness - some specific tasks, getting the timing right - allowing time for conversations (2) - relationships and expectations of other agencies - will help with a framework to help meeting development - above/below the line (3) - volunteer model (3) - brain dominance - understand perspective of co-workers - wide range of personalities will eventually make us more successful - good people can create great things - apply models to help shape culture - too much focus on structure; needs to be role clarity - need to lighten up a little 	<ul style="list-style-type: none"> curious - start from common ground and talk & develop strategies from these (2) - need to develop individual and organisational courage and willingness to engage in meaningful conversations (2) - how to work with orgs that are not comfortable with paradox/tensions - rethink our meetings approach - building relationships & passing on ideas (2) - all great for partnerships - make more time for meetings – be involved (2) - work less on structure more on collaborative behaviour - need to identify common purpose - will apply tools from today – thank you - more energy will validate to my org why I am involved - think more about above/below the line
Hume Region 1		
<ul style="list-style-type: none"> - convincing /conversing/listening (6) - have read the right books - be more aware of ways to encourage others to take ownership - learnings that I can implement - on right track with my approach - brain dominance (2) - good to spend time with colleagues - volunteer model - renew commitment to both PCPs - what I bring to partnerships - be vigilant and curious (6) - new approach to engaging staff in change - need for courage to 	<ul style="list-style-type: none"> - Intersection concept (2) - link the bits - hardest part is the invisible part - willingness is important starting point - continue to be a learning organisation with those who have capacity to lead - support team I manage - need to capture ideas and possibilities better through our structure - strengthen relationship through means not ends - respecting different approaches of colleagues - will help to building relationships 	<ul style="list-style-type: none"> - dynamic thinking (5) - vision/purpose (4) - need for partnership – opportunity to share and for dissent - seeing light at end of the tunnel - ideas for the platform in which I’m involved and the future of the PCP - spend more time in dynamic end - progress is being made - renewed energy to support and contribute (4) - do some work on our partnering - be positive, provide input - need for BTL

On a personal level	For your organisation	For your PCP
<ul style="list-style-type: none"> - communicate below the line - everyone regardless of brain preference needs to be heard and respect - humanity – core focus - bring more humanity to e-mails - a lot of positive stuff I can relate to – I think I am a good person! 	<ul style="list-style-type: none"> - what sort of partner am I? - discuss my positive experience with my boss - how I can improve? - how we can be more innovative about what we offer – be a real partner (2) - be adventurous - share learnings with my team - importance of below the line - framework to support PCP - relationship of humanity to health - be aware of my e-mail 	<ul style="list-style-type: none"> - engagement with agencies and those who are not yet partners - realisation that partnerships are not negative and the other party is not out to get you!
Hume Region 2		
<ul style="list-style-type: none"> - have influence and energy to build relationships - working relationships - volunteer model (2) - whinger/prisoner - find shared purpose - put myself in other people's shoes (2) - others think similarly - good reflection on how I can best contribute to PCP - be more curious - brain dominance - conversing as a tool (2) - how my emotions effect the partnership 	<ul style="list-style-type: none"> - many ideas resonate at a management level - find shared purpose - love my creativity and know my org needs me! - make more personal contact with partners - keep on keeping on – we are on the right path (2) - volunteer model (2) - balance of task v/s flexible response - great networking (2) - become involved 	<ul style="list-style-type: none"> - workshop will reinvigorate PCP - find shared purpose (3) - encourage and support partners to be in “volunteer” (2) - reinvigorate enthusiasm for PCP - be a supporter (3) - keen to see next step - no partnership problems – just lack of direction from DHS - wear my PCP hat more often
Eastern Metro Region 1		
<ul style="list-style-type: none"> - reminder of talents and skills I bring - conversation skills (4) - keep going - connect with people more - let my authentic person come through - volunteers model - more insight into people - path to nirvana is not linear - identify shared purpose 	<ul style="list-style-type: none"> - that our org has important role to play - volunteer model - listen more/foster relationships - keep going - courage to do our work innovatively - volunteer model - improve communication with community agencies - stable/dynamic (2) 	<ul style="list-style-type: none"> - develop shared purpose (2) - embrace differences - all of us keep going - volunteer model and purposeful networking - complexity of partnership agenda - look for opportunities to bring people to volunteer - increase below the line conversations
Eastern Metro Region 2		
<ul style="list-style-type: none"> - variety and balance - keep trying - thinking more about conversations (2) - volunteer model (3) - be more curious/ intersection point (4) - brain dominance – remembering this in family 	<ul style="list-style-type: none"> - variety and balance - getting internal functions working well - networking and relating to staff - volunteer model (3) - brain dominance - curiosity v/s certainty/convincing (4) 	<ul style="list-style-type: none"> - variety and balance - having conversations - value of relationships in partnerships - volunteer model - be more curious - talking below the line - taking the big picture and drilling down

On a personal level	For your organisation	For your PCP
situation - time to have some conversations (2) - where do I put my focus?...process, data, ideas, relationships - relationships - consider tools in open way - how I can individually apply - heading in the right direction – feel validated, thanks - what I do instinctively now is ground in reality - more of/less of - how this impacts on people in my private life	- time for us to work outside and collaborate more - stop asking staff 'why' and start saying 'tell me more...' - where do I put my focus?...process, data, ideas, relationships - relationships - value all members bring - how to keep innovative within bureaucracy - how we can do better as an organisation - find intersections - finding balance between 'placing more emphasis on'...and corporate accountabilities - less emphasis on written/formal and more on creativity and relationships	- bring PCP into more of our day to day activities - trust basis of partnership development - shared purpose (2) - relationships - continual progress of work of PCP - potential for better partnerships - more opportunities like this! - new to group – today was great networking opportunity - more emphasis on thinking outside the square – bring fresh thinking into relationships on which we have all built from trust

3. Please rate the likelihood that you will put some of your learning from today into practice on a scale of 1 (low) to 10 (high)

Comments

<p>Gippsland Region 1 Average = 8.6, highest = 10, lowest = 7</p> <ul style="list-style-type: none"> - Information will be a wonderful resource - Finding common ground for projects - Informal conversation (corridor conversations) are really important - Most interesting and worthwhile workshop I have ever done. Colin's facilitation style is the best I have experienced - Finding a balance is always difficult, but will attempt to ensure learning is utilised
<p>Gippsland Region 2 Average score = 8.9 highest =10 lowest =7</p> <ul style="list-style-type: none"> - speaker excellent/interesting - refreshing, great workshop, informative (4) - some easy to use methods and clues (2) - best workshop – really needed more local DHS reps - great presenter/s good visual aids and examples to explain situations - thanks for really excellent day
<p>North & West Metro Region 1 Average score 7.6 highest =9 lowest = 5</p> <ul style="list-style-type: none"> - Self reflection re "care" focus rather than task

<ul style="list-style-type: none"> - Great thanks - Informative day – one i will reflect on in all aspects of my life - Some stories went on too long – drifted off - Thanks for notes – helps to implement - Having more chance to work through issues would have been useful
<p>North and West Metro Region 2 Average score = 8.4 highest – 10 lowest = 7</p> <ul style="list-style-type: none"> - This and conference from previous week have allowed me to reflect and focus on different things - Would be great too inform justice/police of these concepts - Liked the structure, models and presentation – thanks - Content all very relevant and usable
<p>Barwon South West Region 1 Average score = 8.8 highest = 10 Lowest = 7</p> <ul style="list-style-type: none"> - Refreshing presentation, stimulating – can use it! (6) - Valuable and enjoyable day – really enjoyed Colin and energy (5) - Stay tuned – yellow girl, big ideas, no follow through - Enjoyed conversation exercise – beginning relationships with new contacts (2) - I am full of enthusiasm – hope I can convey to others - Great food - Very different material and process –valuable and exciting (2)
<p>Barwon South West Region 2 - incomplete</p>
<p>Loddon Mallee Region 1 Average Score = 8.8 Highest = 10 Lowest = 7</p> <ul style="list-style-type: none"> - Excellent workshop – dynamic, stimulating, fun – no power-point! (6) - Great stories/illustrations - practical - Excellent workbook - “Tell me more about...” - All good/very good – Colin kept us interested all day (4) - Great day – excellent insights – good food - Great tools for the workplace - Thank you - One of the best personal/professional development days I have attended - I will put strategies and understanding into play
<p>Loddon Mallee Region 2 Average score = 8.6 highest 10 lowest = 5</p> <ul style="list-style-type: none"> - Excellent opportunity to reflect on current partnerships and ways to improve them - Statewide Capacity Building project needs to be introduced to Koori communities in LMR - Thanks for interactive approach - Great workshop, light but deep messages, thanks (4) - Volunteer model - Making the connection - Really liked Colin’s energy and capacity to draw on real examples - Will use in both personal and professional - Very good day – well presented – some groups needed more direction on activities especially in the morning- more structure

- Probably at least 3 areas that can be implemented straight away
- Great tools, ideas, practical applications
- Curiosity questions
- Will revise documentation ASAP
- Excellent facilitation – I wondered how they would bring it together – it was great and I think they achieved their goal
- Excellent workshop – increased thinking around how partnerships may not work if you are not open in own conversations
- Always good to be reminded on negative/positive behaviour
- Brilliant – entertaining as well

Southern Metro Region 1

Average Score = 8.7 Highest = 10 Lowest = 7

- Familiar models but given fresh context and interpretation
- Reinforced value of Colin's approach
- Showing an interest in others is easy and natural thing for me – now validated as a strategy to get PCP work happening
- Came at a great time for me personally – feel good about myself
- Maybe talked at a bit too much – would like to have more
- Time to explore implications for partnerships and making them work (2)
- Thank you – engaging session – loved it (4)
- Awareness affirming – common sense approach (2)
- Already noted actions for next management committee meeting
- Great to lean different strategies for meaningful interaction – most useful as a team leader (2)

Southern Metro Region 2

Score = 8.5 highest =10 lowest = 6

- Enjoyable interesting day, excellent presentation, thought provoking (7)
- Valuable insights and useful content (2)
- Good refresher
- Great to hear practical examples from outside health and community services
- Facilitators were great, very knowledgeable and professional, top quality, thanks
- Useful and challenging in terms of cognition and process
- I will review my ways of conversing with colleagues and partners
- Use fo materials to engage staff in partnership building
- Content illuminating and appreciated the way the workshop was run
- Interesting to hear how a PCP grapples with some issues that were raised (DHS)
- Thanks for fun learning experience

Grampians Region 1

Average score = 8.8 Highest = 10 Lowest = 7

- great thanks
- excellent personal learning
- will discuss with staff
- workshop was fabulous, thank you (2)
- will definitely modify my use of language in relation to curiosity
- great presentations with great examples (2)
- would like to hear from Marie to help break up day
- easier to implement on personal level than organisational level
- will implement a number of aspects into my practice
- presentation was outstanding –good illustrative examples (2)

- best I've been to
- very useful – loved the visuals and I will use them
- really enjoyable and challenging, but not confronting
- great day well spent

Grampians Region 2

Average Score = 8.9 Highest = 10 Lowest = 7

- Thanks, well run workshop – balance of fun activities, discussion, listening (5)
- Wonderful uplifting session, feel invigorated – will be less urgency addicted (2)
- Thanks for enlightening day (2)
- Does one ever stop learning? Hope not
- Will discuss concepts with my managers at planning day in 2 weeks esp intersection model
- Practical with feeling
- Great facilitator –thank you for doing what you do (3)
- Wonderful learnt a lot about myself and others
- I will try!
- Nothing new, but re-energised and affirmed – sincere thanks

Hume Region 1

Average Score = 8.6 Highest = 10 Lowest = 6

- Relevant to the LLEN as we only work in partnership
- Great work, great presentation, thought provoking (9)
- Thank you for breadth of ideas, models and experience
- Resources will be used in own meetings
- Will encourage our PCP to do some reflection on who we are and who we want to be
- Fantastic, loved the day thanks! Good to revisit and reshape (2)
- Good variety of activities – mixing with other people
- One of the best sessions for a long time
- Great reinforcement

Hume Region 2

Score = 8.2 Highest = 10 Lowest = 6

- Ideas are useful across all areas of work
- Great day – i as spellbound – lots of laughing
- Will tip balance to placing more emphasis on
- Well done – congratulations to pcp and dhs for putting day on
- Great realistic comments
- Will print posters and put them at work
- As stimulated, including by other participants
- Information critical fro our long term future

Eastern Metro Region 1

Average Score = 8.0 Highest = 10 Lowest = 6

- Simple clear models – key messages great (no powerpoint – great)
- Able to see how to work through blockers to partnership building
- Thank you so much – you have expanded my thinking on a personal and professional level (2)
- Reminder about being courageous & break out of the box
- Expand areas that are not a personal strength
- Interesting and well presented – explanation through experience great

- Need to reflect on this
- PCP/DHS need to keep this on the agenda and push organisations to continue dialogue
- Planned session for senior staff in a week to discuss
- Presenter was excellent, great examples and great humour
- Stories took a little long and reduced the time for interaction with participants
- There is a lot I intend to try, especially curious questioning
- Fantastic overview – so much to learn and implement – good insights and quick approaches to start – need more follow up sessions (2)
- Quality of presentations was excellent

Eastern Metro Region 2

Average Score = 8.7 Highest = 10 Lowest = 7

- Fantastic facilitation – engaging and empowering
- Barriers to giving it a 10 is communicating these ideas and the expectation to be professional and adapt high level concepts – however, excellent workshop and can apply to any level
- Would like to implement most of it, but requires input from the rest of the team
- Thoroughly enjoyed it – and it was Friday!
- Facilitating conversations that are safe and transformational rather than defensive and justifying
- Not only entertaining and therefore creating a learning environment but many opportunities to interact – stories are always valuable
- Great workshop – engaging and most helpful – thank you

4. If there was a follow up session, what are one or two things you would like to focus on?

Gippsland Region 1

- Like to have same experience
- Organisational Consciousness
- Convincing/conversing
- Better, more effective communication
- Collaborating with different sectors
- Managing challenging colleagues
- Reviewing aspects of the plan (work practices) to reflect what we learnt today
- Putting theory into practice- how to turn relationships into agreed actions
- Partnerships and change management (3)
- Focus on who are prisoners and survivors – conversations for common ground
- How to find ways for PCP being method – what does this look like?
- Rectifying negative stances within partnerships
- Stories of change in health
- Volunteer model & effective strategies for conversations within quadrants
- What have we done since last time – challenges faced

Gippsland Region 2

- format was good
- networking
- having all PCP members attend
- support for strategic planning with the partnership
- more of the same – especially volunteer model
- ways to help large group find a common purpose/vision (3)

- applications of concepts with performance management (reward/ recognition)
- practice in getting to intersection first
- building trust
- ways to place **more** emphasis on less formal
- techniques for breaking down resistance
- levels of organisational consciousness
- practical meetings
- change management & team building –although some of today covered this

North and West Metro Region 1

- more on effective conversation – thanks it was great story time
- being with whole strategic partnership of my group of my PCP – progressing our specific PCP
- strategies other than those learned today – case studies – 1 example in depth
- look at ways of enhancing implementation of some of the models (2)
- partnership development
- capturing/documenting the journey process
- how to engage partners in the dynamic and move to Volunteer
- Did it work? le take away messages – did I put this into practice – did I need to change the way I work? (2)
- Strategies for moving stuck partnerships forward – more of the same applied to specific issues – thanks great day, inspirational
-

North and West Metro Region 2

- Organisational consciousness (4)
- Ways to get balance right – issues of trust v/s accountability
- Convincing/conversing
- Managing tensions
- Drawing people into process through conversation – sense of ownership
- More of today - take to greater depth
- Practical discussion with my partners about application
- Brain dominance (missed out in this workshop)

Barwon South West Region 1

- conflict resolution between agencies where territorialism exists
- negotiating with big and small orgs
- applying concepts within the funding/compliance/regulating framework
- identifying synergies between agencies
- purpose of PCP (3)
- how to shift partners/staff from “prisoner” to “volunteer” (2)
- found all useful – would like more time to explore
- PCP should establish groupings around projects such as aged care, active service models, e-referral etc
- Would like to do this in my organisation
- Communication & language strategies
- Resolving tensions – implications
- Practicalities of getting connected
- Encouraging risk taking and courage
- Collaborative models that work eg youth sector
- Method/process that enables partnerships to happen – eg Open Space
- Next steps (2)
- Internal org dynamics
- Ways to connect with people from other colours (brain dominance model)
- Understanding of fluid nature of our communities – cross org capacity to meet them

Barwon South West Region 2 - incomplete

Loddon Mallee Region 1

- Organisational purpose
- Strategies or tools to use as “ice breakers” so partnerships can be more receptive
- Method, purpose, outcomes (2)
- Organisational consciousness (2)
- PCPs and DHS – how to connect reality with these learnings
- PCP is the method not the outcome
- Maintaining the impetus for ongoing PCP development
- Making the connection
- Above the line/below the line
- The conversation part
- The volunteer model – influencing factors and strategies to enable people to stay in “volunteer” (5)
- Conflict management and engagement/motivation in times of pressure/demand
- How strength based approaches compliment these processes and partnering
- Broadening our attendance to include middle managers
- Leadership/team management
- More understanding of personality – loved the colour theme (2)
- Working with different generations – baby boomers, gen x & gen y
- What is the PCP – dynamics of pcp and our community
- Personalities and working with people
- Less documentation – speeches/conversation before paperwork
- Laws of conversation/negotiation
- Template for partnership agreement
- Facilitating change in others

Loddon Mallee Region 2

- PCP remains a conceptual abstraction for many – this needs to be addressed in any future planning from DHS within this sector
- How to communicate well in order to maximise engagement, minimise conflict
- Organisational Consciousness (4)
- Introduce workshop to Koori communities – very empowering and respecting of human beings
- Best done with specific partners at the table
- Would like more people from my organisation/consortium to be here – take to specific organisations (2)
- ‘More emphasis’ – developing the right working relationship and enabling collaborative behaviour
- Strategies to implement effective ‘below the line’ engagement in staff and partners (2)
- How to celebrate success
- More collaborative discussion opportunities
- Organisations’ internal relationships
- Recognition of individual partners v/s partnerships – how to better link
- How do base grade staff begin to influence the ‘above the line’ from management
- Volunteer model
- Find common ground to start conversations
- Understanding purpose of different groups within PCP
- More of the same – expanding further on today’s presentation
- Individual PCP work and how this could progress to Increase partnerships
- Interested in interpersonal relationship side of work

- More behavioural models
- Engaging people to make a difference
- Dynamic end of things – good at stable but health by nature is not good at dynamic – to much plan plan plan!
- Creative conversations and questioning (2)
- Further workshopping with PCP – ‘how’ – but we can do this ourselves (2)
- How to be more yellow if you are blue
-

Southern Metro Region 1

- Work with PCP on defining purpose and how to achieve them (4)
- More PCP examples for the strategies presented
- Want to take messages back to my org
- How to handle conflict in purpose
- Tensions – collaborative learning/working
- Communication
- More condensed into workplan outcomes application
- Leadership skills and getting CEO support – making PCP core business
- Thanks Colin and Marie for a great day
- Not sure but would definitely come!
- Change management within change fatigue
- Knowing when to stop and consolidate
- How well did we apply our learnings
- Moving people through phases
- Strategies for bridge building
- Capitalising on other people’s leadership
- How to keep brainstorming focused – acknowledge everyone without talking rubbish!
- Fantastic workshop – best I’ve been to recently - thanks

Southern Metro Region 2

- How PCPs progress after today
- Relationship building within the network
- Examples of great work
- Time to put learnings into a PCP action purpose/visioning (3)
- Keeping partnerships alive and functioning (2)
- Identifying purpose and method
- How to shift an organisation/partnership into volunteer mode
- Practical implementation of these ideas/concepts
- Interactions/use of power in partnerships
- Knowledge management transfer
- Work with specific PCPs on developing on the ground partnerships (2)
- Overcoming obstacles
- Skill based development on being curious
- Organisational consciousness
- Stable/dynamic interface of partnership building

Grampians Region 1

- 7 levels of consciousness (5)
- Great workshop – interesting and engaging presentation (2)
- Managing the tensions – finding the right balance
- More about using above the line skills – how to feel confident when talking with people “above the line”
- Thank you for stimulating and thought provoking day
- Curious conversations (2)
- A little too anecdotal, but there were some unexpected and interesting revelations

- Fabulous – thank you
- Targeting partners who are not engaged in partnership work
- Shifting people from prisoner to volunteer (2)
- All valuable
- Would like to have this in our organisation (2)
- Team work, working through grievances
- Shared purpose
- Partnerships being deeper than org gain
- Recap / refresh the lot
- Stable/dynamic relationships/tensions
- Developing shared vision

Grampians Region 2

- best done with specific partners
- moving people from whinger to volunteer stories
- how to find positive in negative situations
- at PCP level putting items into practice (2)
- Great workshop – we are just at the start art of conversing
- Managing not resolving the tensions
- Developing courage
- Organisational health
- Terrific thank you would be interested in follow up workshops
- Relationships strengthening
- Convincing/conversing – would like more of this (2)
- Below the line
- Building relationships with difficult/disagreeable relationships/different personality types (3)
- Strategies to deal with whinger/survivors (3)
- How to put ideas into practice
- Organisational consciousness
- Working with large and rigid organisations – to help them become more flexible and work with community
- How to integrate the learning
- Community development – giving your community a real voice in your organisation

Hume Region 1

- Have other sectors attend – DPI, Education etc (2)
- Planning – dynamic zone (3)
- Partnerships and visioning
- Partnerships with private sector
- Language around bringing people to the intersection (3)
- Questions and language
- More volunteer model (2)
- Organisational change
- More time on PCP dilemmas
- Would like to have this delivered to each major organisation for all staff
- What is the future of pcps
- More specifically on future focus of PCP in UH
- Purpose – define it, focus it achieve it (3)
- What's working in other PCPs and what doesn't
- Review PCP structure
- Humanity
- More of the same – stable/dynamic

<ul style="list-style-type: none"> - PCP specific workshop – learning from today - Managing personalities that don't want to be engaged
<p>Hume Region 2</p> <ul style="list-style-type: none"> - Application of models to our PCP – learning activity (3) - Emphasis on positives of PCP – its ok to partner at different ends of stable/dynamic - Fine line between doing “with” and doing it “for” - We've done the brainstorming – we now what we want – now we need to build the team, set the goals, stay on track and make it happen - Nitty gritty - Continue with change management - Shared purpose (2) - Volunteer model - Curious/certain - How we get word out re PCP and its purpose - Would be good to have this session followed by forum meeting - Current PCP gains of PCPs and future goals - Conversation model - Managing partnerships/engaging people/keeping momentum going
<p>Eastern Metro Region 1</p> <ul style="list-style-type: none"> - Applying models to some live partnership case studies (3) - How to incorporate the dynamic into the stable (2) - Breaking down defensiveness/managing conflict (2) - Using the expertise/knowledge in a functional working group - Organisational consciousness (3) - Identifying partner issues of engagement - Identifying shared purpose - More on rules for 'below the line' conversations - Future structures - Strategies around making a difference - greater drilling down - Moving people into 'volunteer' - Putting into practice (2)
<p>Eastern Metro Region 2</p> <ul style="list-style-type: none"> - Managing conflicts between compliance with 'above the line' compliance and 'below the line' action (2) - Shared purpose - Developing positive relationships - Engaging people with different thinking preferences - Conversing/convincing - Future PCP processes - Practical exploration of organisational consciousness (2) - How strategies can be implemented in work teams - Would like workshop taken on the road – would love my staff to have the experience - More relating to consumer experience - Building dynamic relationships/ organisations - More of/less of