Building and Maintaining a Collaborative Culture

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Course Description

Collaboration is essential to public health professionals in order to carry out their daily job duties successfully and enhance the health outcomes of the population which they serve. This course covers why collaboration is important, how to build a collaborative culture, and barriers to effective collaboration.   This course provides two interactive case studies which offer the audience an opportunity to increase their awareness of collaboration and gain some hands-on experience in dealing with real world collaboration challenges.

Learning Objectives
- To assist in understanding your personal orientation toward collaboration.
- To examine common themes among different definitions of collaboration.
- To illustrate why collaboration is important.
- To identify the steps involved in successful collaboration.
- To list the elements of a collaborating culture.
- To provide a series of factors against which your organization can be evaluated relative to the ease of collaboration.
- To identify four familiar impediments to effective collaboration.
- To demonstrate why getting the "right" people on the team is important, even critical, to effective collaboration.
- To provide a series of guidelines for forming a collaborative team.
- To offer some practical advice for building and maintaining collaborative teams.

Core Competencies for Public Health Professionals *Council on Linkages between Academia and Public Health Practice*
- 3A6, 3B6, 3C6: Applies communication and group dynamic strategies (e.g. principled negotiation, conflict resolution, active listening, risk communication) in interactions with individuals and groups
- 3B6: Applies communication and group dynamic strategies (e.g. principled negotiation, conflict resolution, active listening, risk communication) in interactions with individuals and groups
- 3C6: Applies communication and group dynamic strategies (e.g. principled negotiation, conflict resolution, active listening, risk communication) in interactions with individuals and groups
- 3C7: Communicates the role of public health within the overall health system (e.g., federal, state, county, local government)
- 5C3: Establishes linkages with key stakeholders
- 5A4: Collaborates with community partners to promote the health of the population
- 5B4: Facilitates collaboration and partnerships to ensure participation of key stakeholders
- 5C4: Ensures the collaboration and partnerships of key stakeholders through the development of formal and informal agreements (e.g. MOUs, contracts, letters of endorsement)
- 5A5, 5B5, 5C5: Maintains partnerships with key stakeholders
- 7A10: Applies basic human relations skills to internal collaborations, motivation of colleagues, and resolution of conflicts

Core Competencies *(continued)*

- 7B11, 7C12: Applies basic human relations skills to the management of organizations, motivation of personnel, and resolution of conflicts
- 8A3, 8B3, 8C3: Participates with stakeholders in identifying key public health values and a shared public health vision as guiding principles for community action

MCH Competencies *Maternal and Child Health Competencies developed by the Association of Teachers in Maternal and Child Health (ATMCH)*

- C1: Organizational and management theories and practices, and their administration in both public and private agencies.
- C4: Appropriate use of networking, team building, small group processes, advocacy, negotiation, and conflict resolution skills, and the knowledge of community organization and coalition- building techniques to address maternal and child health issues and problems.
- C5: Techniques for soliciting and maintaining consumer and other constituency involvement at all levels of an organization.
- E6: Ability to build partnerships within MCH communities and constituencies to foster community empowerment, reciprocal learning and involvement in design, implementation, and research aspects of MCH programs and systems.

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