Health Check Tool: Levels of Interagency Working

Date:

Agency:

STEP 1: Individual Reflection

"Collaborative partnerships exist along a continuum … the manner in which the process of moving towards more collaborative working is handled is as important as any of the decisions about goals, governance or structures (Hamblin et al., 2001)"

From Loose to Close Working

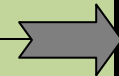| Place a √ in one of the O which Best Describes the level of working?	(1) What do you believe is <u>appropriate</u> for this Interagency Group? Why?	(2) Where do you believe this Interagency Group <u>actually</u> is? Why?	(3) What is Realistic for <u>Your Organisations</u> level of participation? Why?	(4) Which level therefore best describes what is <u>most realistic</u> for this interagency working group? Why?
Individuals from different disciplines talking together (Communicating)	O	O	O	O
Low key joint working on a case-by-case basis. (Alliance)	O	O	O	O
More formalized joint working, but no sanctions for non-compliance (Co-ordinating)	O	O	O	O
Joint structures sacrificing some autonomy (Combining Action)	O	O	O	O
Organizations merge to create new joint identity. (Integrating)	O	O	O	O

What Strikes you from the above?

How to use the Practice Tool?

Purpose

To reflect individually and collectively on your shared activity to enhance and support this effort

Principles

- *Knowing where each other stands*
- *All voices matter*
- *Participative approach*
- *Building trust and understanding*
- *Striving for effective shared activity*
- *Checking assumptions*

Steps 1,2,3

Appoint a person to guide your process

Step1: Individual Reflection

Complete the table over leaf individually. Complete columns in order of 1,2,3,4.

Step 2: Discussion in Pairs

How similar/different is our understanding of the level(s) at which this inter-agency group is working/should be working?

Step 3: : Generative Group Discussion

- What has emerged from this reflection?
- What does this mean in terms of our relationships with each other?
- What actions might we/do we need to take?

Too often the establishment of collaborative structure and systems are mistaken for the realization of collaborative activity. This suggests attention to nurturing relationships and building trusted networks becomes imperative (Hudson et al., 2003). Indeed research on failed organizational change has identified neglect of the people issues as a principle cause of failure (Hamblin et al., 2001).´ Horwath & Morrison, 2007: p67"