Community Collaboration

The Road Under Construction

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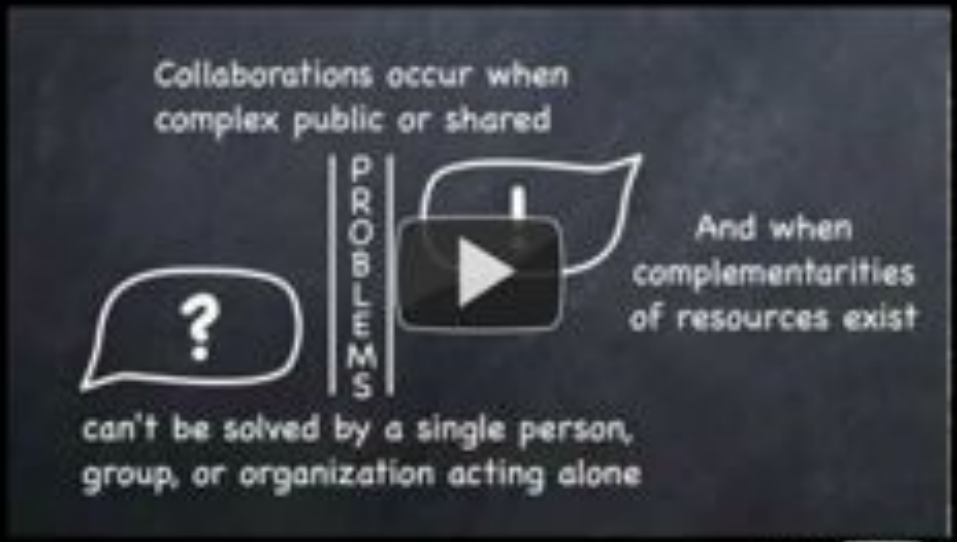

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This is our story of collaboration....

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"Kotters Eight Steps of Change"

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Increase Urgency

- Increased youth deaths by suicide
- Peer talk to crisis
- Frustration and anxiety about how to help
- "How do we stop youth from killing themselves?"

Build Conditions

- Identify key players
- Build relationships
- Amend to progression
- Learn each other's language
- "Don't ask, but be your ideas"

Lessons Learned

- Be self reflective about what we bring to the table
- Work can't be done in silos. Collaboration is the antidote to silos.
- Collaboration forces a shift from reactive to proactive
- Champions are just as important (if not more important) than opinions.
- Create the shared vision early on and use it as a guide
- Time to relationships
- Diversity can push change

Vision

- Clear on the purpose
- Identify champions, "change agents"
- "Why are we doing this?"

Collaboration

- Shared vision
- Shared ownership
- Shared accountability
- Shared resources
- Shared risk
- Shared reward

Quick Wins

- Quick wins
- Pilot projects
- Small steps
- Celebrate success
- Learn from failure

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Increase Urgency

- Increased youth deaths by suicide
- More kids in crisis
- Frustration and anxiety about how to help
- "How do we stop youth from killing themselves?"

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Build Coalitions

- Identify key players
- Build relationships
- Attend to perspectives
- Learn each other's language
- "What's it like in your shoes?"

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Vision

- "Collective will" to do things differently
- Identify indicators / success criterion
- "Why are we doing this?"

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Communication

- Change the nature of the conversation
- Who, What, Where, When & Why
- How you say it matters as much as what you say
- "Are we really hearing each other?"

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Enable Action

- Get leadership support
- Maintain a problem solving stance
- Anticipate challenges and prepare
- "Are we ready to dig in?"

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Quick Wins

- Create momentum
- Build on success
- Pick the low lying fruit
- "What can we do now?"

- ✔ Cross sectoral training
- ✔ Communication tool
  - Attendance letter
  - Questionnaire
  - Discharge documentation
- ✔ Information revisions

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- Cross sectoral training
- Communication tool
  - Attendance letter
  - Questionnaire
  - Discharge documentation
- Information sessions

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Don't Let Up!

- Regular meetings
- Ongoing evaluation
- Maintain pressure but temper with realism
- Recognize fatigue
- "How do we press on?"

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Make it Stick

- Celebrate successes
- Keep everyone updated
- "Will this ever end?"

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Increasing Urgency

- Increased growth, duties by outside
- More tasks to carry
- Frustration and anxiety about how to help
- "How do we stay upside from falling behind?"

Build Confidence

- Identify key players
- Build relationships
- Access to programmers
- Learn back-stairs language
- "What's it like in your shoes?"

Lessons Learned

- Be self-reflective about what we bring to the table
- Must build for deep in-kind collaboration in the actuarial to value
- Collaboration forces a shift from reactive to proactive
- Champions are just as important (if not more important) than systems
- Create the vision early on and use it as a guide
- Tend to relationships
- Memory can spark change

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Lessons Learned

- Be self reflective about what we bring to the table.
- Work can't be done in silos! Collaboration is the antidote to silos.
- Collaboration forces a shift from reactive to proactive.
- Champions are just as important (if not more important) than sponsors.
- Create the shared vision early on and use it as a guide.
- Tend to relationships.
- Honesty can push change.

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