



University of Pittsburgh

SCHOOL OF

Social Work

*Empower People  
Lead Organizations  
Grow Communities*

PA Child Welfare Resource Center

# 700: Moving Through the Collaboration Continuum to Improve Permanency Outcomes



Wednesday, March 20, 2013



## Learning Objectives

### Participants will be able to:

- ✓ Describe the continuum of collaboration;
- ✓ Discuss the importance of a team to develop a shared purpose and trust;
- ✓ Identify the barriers to collaboration; and
- ✓ Identify a variety of teaming approaches to support implementation of projects.



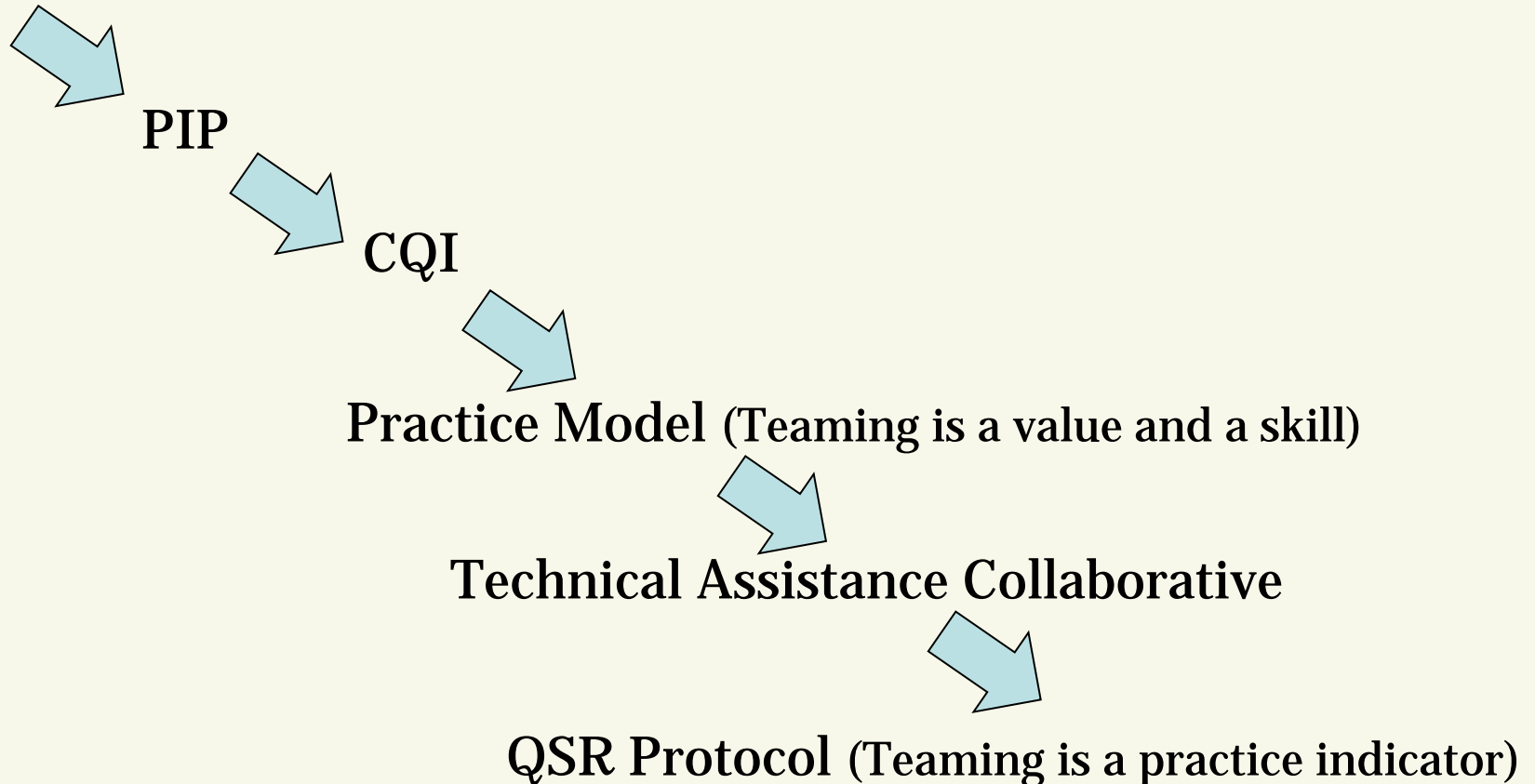
## **Agenda**

- **Introduction**
- **Why Teaming and Why Now?**
- **Leading the Team**
- **Summary and Evaluations**



## Why Teaming and Why Now?

Outcomes for Children, Youth, and Families





## **Teaming is a Parallel Process**

- **Children, youth and families**
- **Agency staff**
- **Private providers and community members**
- **State partners**





## **Is this really all that different than how we lead before?**

- **How is the structure of the TA Collaborative supportive of teaming across all levels of the child welfare community?**
- **How will the formation and functioning of the TA Collaborative at the state level move our efforts to team forward?**
- **How will the formation and functioning of the TA Collaborative at the regional level move our efforts to team forward?**



## The Collaboration Continuum

**Networking** →

**Coordinating** →

**Cooperating** →

**Collaborating** →

**Integrating**



## What is Collaboration?

Collaboration is a process to reach goals that cannot be achieved by one single agent. It includes the following components:

- Jointly developing and agreeing on a set of common goals and directions;
- Sharing responsibility for obtaining those goals; and
- Working together to achieve those goals, using the expertise and resources of each collaborator.





## Why should we care about the collaboration continuum?

- **Assists in the development of a shared purpose; and**
- **Helps the team assess where they are on the continuum.**



## **Let's Hear From the Statewide and Regional TA Collaborative**

- **How were team members identified?**
- **Are there leadership skills the person in the role of leader needs to be able to apply to be successful?**
- **How did the Collaborative decide what roles people will play?**



## Let's Hear From You

- **What are ways an effective statewide/regional TA Collaborative group could support agency efforts?**



## Let's Hear From OCYF

- **How might the role of regional representatives be different in this bulletin implementation as opposed to others?**



## Let's Get Different Perspectives

- **What are the benefits/challenges to teaming for bulletin implementation?**



## Let's Get Different Perspectives

- **Where is your team currently on the continuum?**
- **How your team has moved through the collaboration continuum?**





## Let's Get Different Perspectives

- **What are the most critical elements that have helped your team evolve past the networking phase?**
- **Was the charter helpful to you as a team member? If so, how?**



## Let's Get Different Perspectives

- **Why is collaboration so difficult?**



## **Barriers to Collaboration**

**Time**

**Turf**

**Trust (lack of)**



## Let's Get Different Perspectives

- **Do you have examples as to how your team has successfully addressed one or more of these challenges of time, trust, or turf?**



## Let's Hear from the Statewide TA Collaborative

- **How can a team leader balance meeting the team where they are at and keeping the group moving towards the desired future state?**



# Psychological Safety Versus Performance





## Let's Get Different Perspectives

- **Describe any challenges that your team has faced in building psychological safety and accountability.**
  
- **If your team overcame this challenge, how did it do so?**



**Let's Get Different Perspectives**

**Can you identify any lessons  
learned?**



# Let's Hear From You!



# Next Steps



# Final Thoughts?