

Partner Culture Awareness



MANAGING BY NETWORK

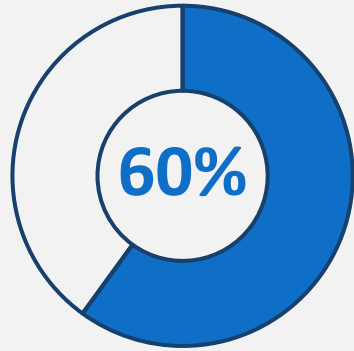
PARTNERSHIP AND COMMUNITY COLLABORATION
ACADEMY



*“Cops and Bobbers” youth and
community fishing program with
USFWS and local police*

A Constellation of Partners

Working
with



- Federal, state and local agencies
- Native Nations and Indigenous communities
- Universities and nonprofits

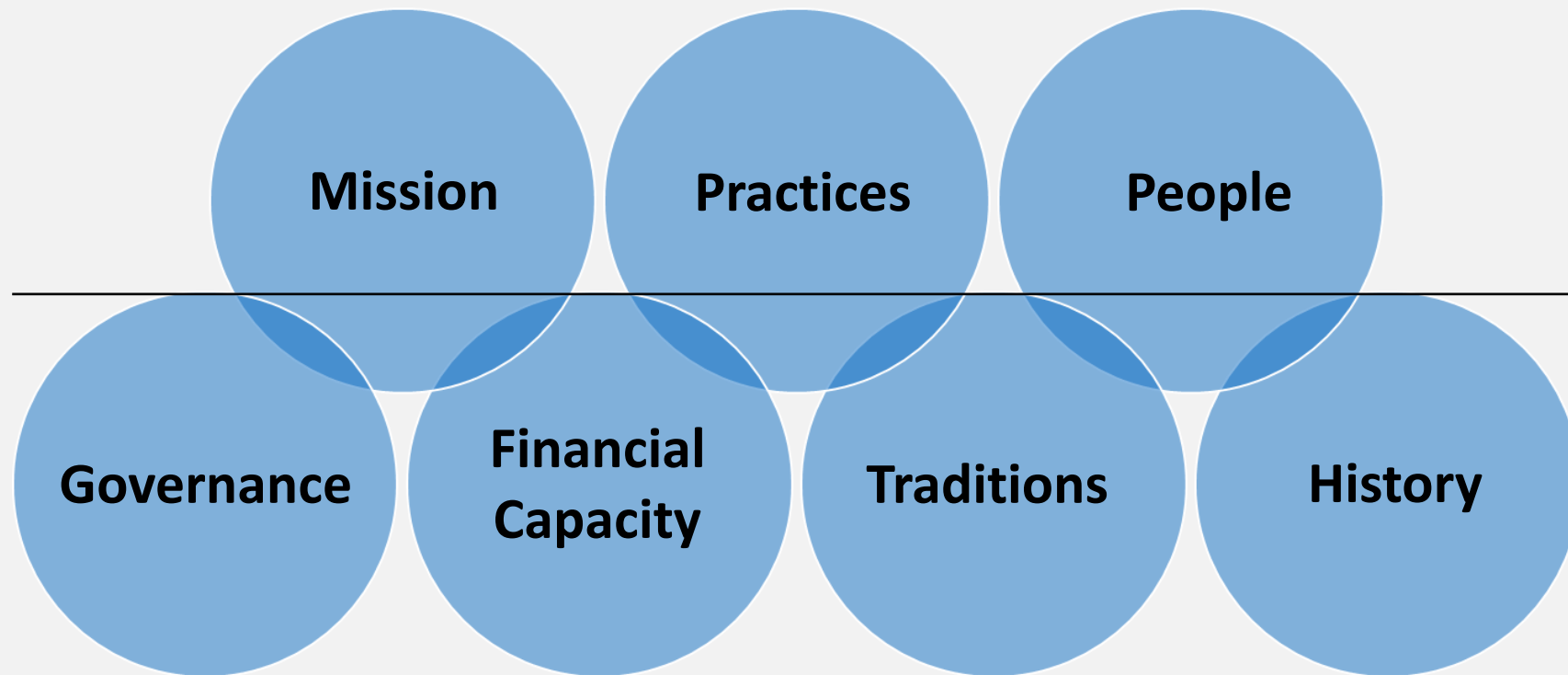
And more...

Private Landowners, Professional Associations, US Military, Corporations, Foundations, Industries



Partner Culture Awareness: Part 1

Acknowledge, understand, respect and communicate about partners' *organizational* cultures based upon:



“Tell me about...”

How are you governed?

Who makes decisions?

How and when are decisions made?

What is your capacity to manage or raise external funds?

What are some of your regular events?
Important traditions?

What is your experience working with us?

How did you start?
Where are you going?



Governance



Mission

Financial Capacity



Practices



Traditions



People



History

What is your
organization
known for?

*Share a symbol,
tradition, or practice in
the Chat Box*



USDA FS and BLM staff with agency mascots

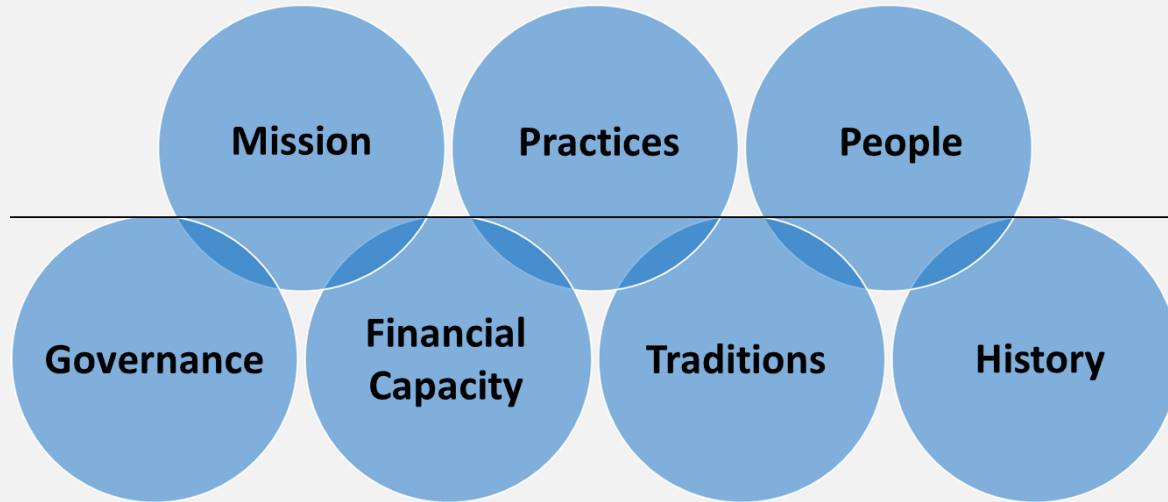
**What is your partner
known for?**

*Share a partners'
symbol, tradition, or
practice in the Chat*



Mr. Trash Wheel – City of Baltimore

How are you sharing your organization's culture with your partners?



"Set the stage and ask how much the partner knows" – Kola Garber, NOAA, MbN 2021

Written Reflection

1. How might your partner describe your organization's culture?
2. What are a few things your partner might not know about your organization's culture, that would help them to work better with you?
3. What are some things you might not know about your partner's culture that would help you to work better with them?



Breakouts

What are you noticing?

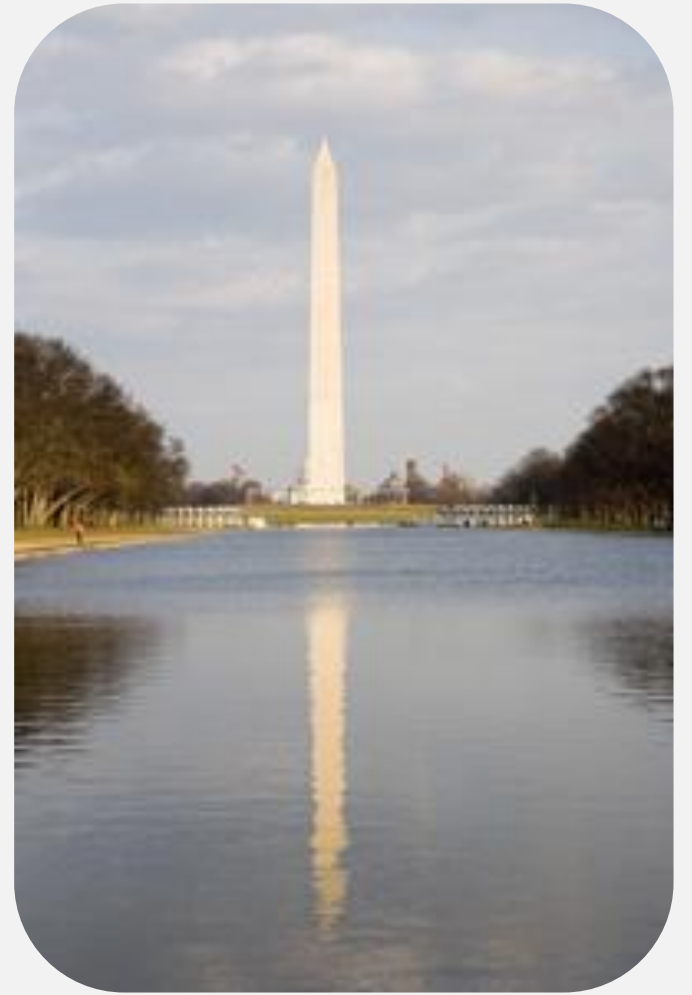
What insights are emerging?

What actions might you take?



Partner Culture Awareness: Part 2

- Valuing differences in partners' cultures
- Finding ways for their unique cultures to strengthen the partnership
- Integrating differences into a workable operating culture for the overall success of the partnership

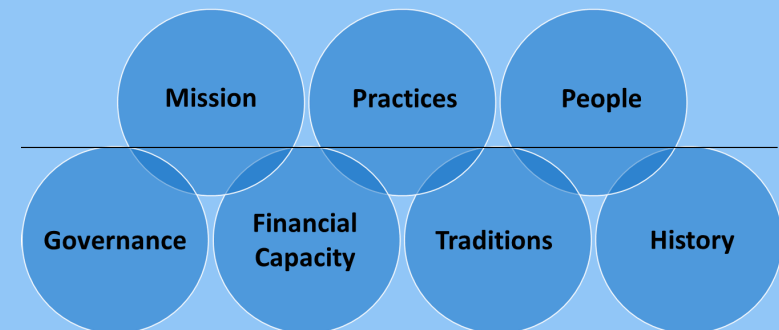




Sharing Insights

Which partner attributes serve to strengthen your collaboration?

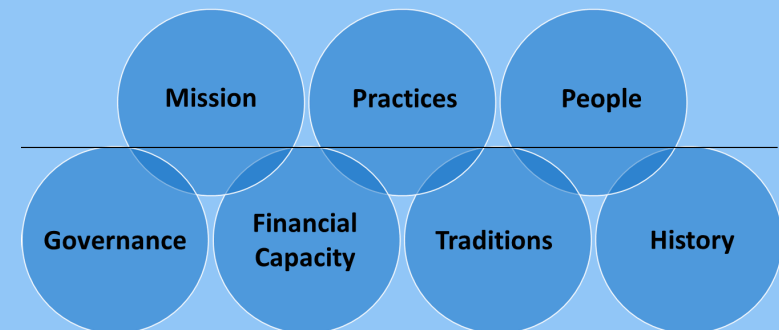
How do you express the value of these strengths to your colleagues and to other partners?





When Things Go Sideways

Example of a time when a partnership went off track because of an assumption or misunderstanding about one of these aspects of organizational culture?



***How will we raise our
PCA game?***

*"Empathy is key to understanding your
partner's culture and challenges, which
is crucial for partnership success."
-One Tam staff*

