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Community Collaborations  
Strategies to Bring the Right  
People to the Table



# Objectives



1. Today we are going to learn how to recognize and identify points of common interest and barriers even among diverse groups.
2. We will learn how to recognize challenges and barriers in the valuing of group differences.
3. We will also learn how to effectively utilize strategies in retaining and maintaining the valuing of diverse groups.

# OVERVIEW OF PRESENTATION

This presentation will introduce you to various concepts in how different sectors of the community can collaborate to work for the betterment of the community.

# Introduction

- This presentation will address diversity in all its forms by sharing a culturally specific experience, showing the pitfalls and roadblocks, and giving tips to avoid such experiences for any group

# Bringing the right people to the table

- All participants at the table need to be at a point where they are focusing on moving from a reaction to pro-action approach to service implementation.
- There needs to be the development of a range of community services.

# Bringing the right people to the table

Professionals are needed that can focus on community services and who are equipped to oversee the emergence of specialist community teams such as home treatment/services, early intervention and assertive outreach.

# Bringing the right people to the table

- We need experts that are also able to understand and reduce suicide rates among mental health patients.
- It is a necessity to understand the importance of forming reciprocal relationship between the participants and service providers.

# Bringing the right people to the table

There needs to be the development of a range of community services.

Professionals are needed that can focus on the development and funding of community services and who are equipped to oversee the emergence of specialist community teams.

# Bringing the right people to the table

As professional we need to complete reports on progress after five years describing and analyzing the increase and decreases of service availability in various areas.

We need experts that are also able to understand and reduce at risk behavior including suicide rates among mental health patients.

# Bringing the right people to the table

It is necessary to understand the importance of forming reciprocal relationship between the participants and service providers.

# Bringing the right people to the table

We need services that address the failure by general adult services.

And address the significant unmet need of specific victimization effects.

# Bringing the right people to the table

- Understanding deviant peers, family process, family structure, and social stress will also increase our ability to provide quality services.
- Its important to understand the relationships of various family configuration and structures and identity areas that need to be greatly understood for effective program planning.

# Bringing the right people to the table

- Family structure differences also need to be observed and understood across various domains.
- As professional we need to understand the explanations that focus on differences across family types in the dynamics operating within families, such as the quality of parent–child Interaction and the degree of Limit-setting by parents.

# Bringing the right people to the table

- The information that we examine needs draw on several theoretical perspectives, including social learning (Bandura 1977) and social control theories (Hirschi 1969).

# Bringing the right people to the table

Explanations also need to center on factors that—although sometimes viewed as operating outside of families—may influence, or be influenced by, family structure and processes.

Such factors include

- friendship networks,
- social stress
- Socioeconomic inequality.

# Bringing the right people to the table

Identifying the importance of finding diverse expertise that can combat the common factor influencing services have been found to fall with in the following areas:

- History.
- Breakdown of communication.
- Causes.
- Reconciliation.
- Strategies.

# History

- Throughout history the overall community has been reluctant to sit at the table when they have been unwilling to understand that there is more than one way to solve a problem.
- If we were to look at wars, it's always come down to at least two sides having a better way to run a county, to impose their ideology, and many other things.
- We would think that there would be a middle ground, but we find the grass roots people that you are front line enough, and the institutional people feel that you're not intellectual enough.
- In reality, the issue has to do with everyone's willingness to come to the table.

# History

- At times, events will occur that make it difficult for the coalition to accomplish its objectives.
- Events that slow things down, create difficulties, or cause plans to be reviewed and revised can be called barriers to success.
- We will discuss barriers that inevitably will occur.

# • Causes

- There is a plethora of reasons that cause people who are fighting for the same issues to stop communicating.
- Ideological issues, trust issues, perception issues, greed issues, stupidity and stubbornness are all causes.

# Breakdown of communication

- In the case of the two famous families in Romeo and Juliet - that feud began with a breakdown in communication.
- It was a minor thing, but it developed within a culture where no one could say what was needed to be said in order to eliminate the conflict.

# Breakdown of communication

- “Let’s sit down and see if we can mend this.”
- Unless people who have differences are willing to come to the table (whatever the reason for the differences), there will be ongoing conflict.

# Reconciliation

- When reconciliation happens, you are at the table.
- That means trust issues are no longer a barrier.
- Personal opportunities are no longer an issue.
- Grudges are no longer the issue. Only one thing is the issue: the community that you serve.

# Strategies



The strategy is to increase participants' ability to deal with conflict in the community.

The workshop will be heavily interactive, including role play, demonstrations and hands-on teaching methods.

# Historical barriers

- Monitor how you are feeling about the work that you are doing.
- When you find yourself feeling frustrated, angry, or blocked; see if you can identify the cause of these feelings.
- When you can, try to describe it as a barrier.

# Historical Barriers

To qualify as a barrier, you need to identify a person, organization, institution, or system that is preventing or impeding you or some other member of the coalition from taking actions that will move you towards the goals of the project.

# Historical Barriers

The following are examples of the kinds of things that can create barriers.

You may be able to identify additional types of barriers.

# Historical Barriers

## *Competing activities or goals.*

Most people who work for an organization have many different responsibilities besides one single project.

Often these different goals or activities have to compete for your time and attention.

It is also possible that within a single project, you have more than one task you have to attend to.

When you find there is not enough time to do everything that is expected of you, this is potentially a barrier.

# Historical barriers

## *Lack of Support.*

There may be a person or organization whose role it is to support your efforts. The support may involve getting work done, or it may be that they have information or expertise that you need.

When you cannot get your work done because of a lack of support from a person or organization, this is a potential barrier.

# Historical barriers

## *Conflict.*

- Whenever people work together in groups, the possibility of conflict exists.
- At times these conflicts can prevent you from getting your work done.
- Conflict can be overt as in arguments or verbal confrontations or it can be more subtle as when one agency has a different agenda that is conflicting with your goals.
- All levels of conflict can create barriers.

# Historical Barriers

## *Bureaucracy.*

The rules and procedures of organizations can slowdown or even halt your efforts to accomplish the goals of a project.

It may be possible to accomplish your goals, but the bureaucracy slows you down or impedes your efforts.

# Historical Barriers

## *Failure to communicate.*

Good communication is essential for a coalition to function effectively.

There are many ways in which failure to communicate can occur.

Often the failure occurs when people understand the same message or communication differently because of differences in perspective, background, or goals.

At other times, people do not make the effort to keep each other informed or to communicate important details.

# Historical Barriers

## *Fear or Anxiety.*

Sometimes people do not take actions or try new things out of fear.

While it is difficult to know how others are feeling, it is often possible to infer that fear or anxiety is preventing someone from taking action.

# Historical Barriers

## *Stress.*

Stress occurs when the demands of the situation exceed an individual's capacity to cope.

Stress can occur at the individual and at the system level.

That is a particular individual can be overwhelmed to the point of not being able to cope with demands, or an entire system or organization can be overwhelmed.

# Historical Barriers

## *Organized Opposition.*

A community group, government agency, or grass roots organization may organize oppose your efforts.

This organized opposition can become a barrier that prevents success.

# Historical Barriers

## *Motivational problems.*

We are motivated to do things that will lead to reward or positive outcomes at an acceptable cost in term of time, money, and effort.

Sometimes the relationship between cost and benefit is out of balance and there is not enough motivation for a person or organization to act. This can become a barrier.

# Historical Barriers

## *Burn out.*

- Long-term effort with little reward can lead to burn out.
- When a person or organization is suffering from burn out, their ability to sustain previous levels of effort deteriorates.

# Conclusion

In conclusion I hope that this presentation has served as an enlightening source of information when eliminating conflict's within your organizations and relationships.

*"For if this body of men and women does not have the power to bring about change in terms of meaningful and effective methods toward the end of human dignity for all people, then I feel that all is lost"*

*-Syl Davis*