Let’s Start Talking About DEIA in the Arts Series
Conversation III – Partnering for Impact

Partnerships
Minimally-Viable Partnership

What are the basic building blocks of a minimally-viable partnership?

Learning Agenda

1. How do we find partners to have more of an impact?
2. What do we look for in a partnership?
3. How do we make partnership mutually beneficial?
4. What are built-in accountabilities for a partnership?
5. How do we measure our success?
Partnership Triangle

Partnership Zones

- **Ineffective**
  - Low Activity
  - High Resources

- **Impact Zone**
  - High Activity
  - High Resources

- **In Name Only**
  - Low Activity
  - Low Resources

- **Sustainability Concern**
  - High Activity
  - Low Resources
Types of Partnerships

1. In Name Only/Associative
2. Ad Hoc, Temporary or Situational
3. Geographic
4. Complementary
5. Passive
6. Active
7. Sustaining and Life-Giving

How do we find partners to have more of an impact?

1. Mission alignment
2. Relationship development
3. Risk-taking
4. Talent and potential identification
5. Mutual needs to be met
What do we look for in a partnership?

1. Potential, innovation and creativity
2. Non-duplication/Blue Oceans
3. Bias toward action
4. Non-speculative, no “might” or “coulds”
5. Track record
6. Productive vs. Wasteful Engagements

How do we make partnership mutually beneficial?

1. Expectations and Norms
2. Psychological Safety and Candor
3. Frequent Communication
4. Power Imbalances
5. Productive Conflict
6. Mission and Goal Alignment
7. Complementary Skills and Mindsets
What are built-in accountabilities for a partnership?

- Mission Alignment
- Active vs. Passive
- Communication Frequency
- End State/Outcomes
- Co-Development and Learning
- Give-Ups
- Walk-Aways

How do we measure our success?

- **Level 1** Demographics and Geographics
- **Level 2** Surveys, Scales and Questionnaires/Before and After
- **Level 3** Transformations
Thank you and stay in touch!

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