

Assets and Challenges of Partnerships
Ohio Arts Council

Assets	Factors of Partnerships	Challenges
<i>You might enjoy the following:</i>		<i>You might encounter the following:</i>
<ul style="list-style-type: none"> • Shared vision • Complementary missions • Complementary goals and plans • Common expectations leading to shared decision making 	VISION	<ul style="list-style-type: none"> • Competing visions or missions • Conflict with organizational values and cultures • Difficulty managing change • Different priorities that stress timeline
<ul style="list-style-type: none"> • Clearly defined responsibilities • Know exactly whom to call when and for what purpose • Complementary relationships • Flexibility for roles to be developed • Ability to negotiate conflicts 	ROLES	<ul style="list-style-type: none"> • Unclear lines of authority • Organizational structures get in the way • Reluctance to call upon other for assistance • Roles are conflicting
<ul style="list-style-type: none"> • External grants that help leverage new resources • Development of new staff positions • Appropriate use of existing resources • Allocation of organizational resources to achieve partnership goals 	RESOURCES	<ul style="list-style-type: none"> • Requirements of existing resources create conflict • Key personnel are overworked • Budgets are small • Partners are competitive for resources • Lack of public support
<ul style="list-style-type: none"> • Personnel are committed to achieving the shared vision • Shared goals are viewed as more important than personal or organizational gains • Trust • Adaptability 	LEADERSHIP	<ul style="list-style-type: none"> • Key personnel leave before the project is completed • Change in policymakers affects mission and goals • Organization is unorganized • Lack of a catalyst
<ul style="list-style-type: none"> • Communication (formal and informal) happens on a systematic and regular basis • Elements of shared plan are incorporated into the organizational functions • Face-to-face, consensus-building • Advisory committees are in place 	COMMUNICATION	<ul style="list-style-type: none"> • Lack of communication leads to mistrust • Confusion • Quick actions lead to setbacks • Reluctance to call upon partner • Unrelated or inefficient activities
<ul style="list-style-type: none"> • Everyone is clear about who received credit for the work • Action produces tangible results • Focus stays on the work to be done • Opportunities to educate and incorporate new personnel during staff turnover 	PRODUCT	<ul style="list-style-type: none"> • Claims for credit are conflicting • Dominant partner is unappreciated • Philosophical discussions delay action and progress • Lack of clear direction or sense of completion