## Appendix 4: Evaluation Form Summaries

### Statewide PCP Strengthening Partnership Workshops

1. **What are one or two things from today that you found refreshing and/or interesting (particularly in terms of the workshop purpose)?**

<table>
<thead>
<tr>
<th>Region</th>
<th>Date</th>
<th>Participants</th>
<th>Notes</th>
</tr>
</thead>
</table>
| Gippsland Region 1 | 14 April 2008 | 19 people | - focusing on means rather than ends  
- value of personal relationships  
- we are heading in the right direction; we have the basics to build on  
- volunteer model  
- humanising our work – who I am, what I do  
- importance of balance  
- value of partnerships  
- need to consider and respect people’s feelings/spaces  
- stable/dynamic model of management – managing, not resolving tensions  
- purpose, method, outcome  
- communication for life  
- I do have a worthwhile contribution  
- time to reflect on individual lenses  
- less/more points  
- importance of real conversations  
- interactive/informal style – can transfer to my interactions with others  
- diverse individuals bring a range of skills and perspectives to PCP  
- reinforced previous learnings – ways to apply in my work  
- above and below the line – balance in style |
| Gippsland Region 2 | 15 April 2008 | 22 people | - the talk about conversations and how we conduct them  
- expressing curiosity without expressing “why”  
- above and below the line - importance of working below the line  
- managing not resolving tensions  
- wide range of models and stories to illustrate  
- freedom to use workbook as we choose  
- importance of focusing on emotion  
- building relationships  
- we are more than our work- permission to be ourselves  
- energy of presenter, real life examples, down to earth, engaged all day – no power points  
- value of concepts and their practical application  
- levels of organisational consciousness  
- overlap between business/corporate and health arena  
- our ideas of less structure + more flexibility are validated  
- congruence in thinking between PCP members – networking |
| North and West Metro Region 1 | 16 April 2008 | 19 people | - Is ok to work below the line  
- volunteer model  
- conversation model  
- importance of relationships  
- things to place more emphasis – things to put into practice  
- challenge of developing partnerships & the impacts of consciousness  
- volunteer model – would like those not here to hear this and reflect  
- networking – opportunity to meet PCP people  
- theory presented in entertaining way – stories great |
- not getting bogged down into creating actions
- different ways of working in partnerships – exceptionally valuable
- stable – dynamic
- emphasis on building relationships
- enjoyed content and format of workshop
- theory/practice
- start by considering structure and style of potential partners – don’t assume they have the same way of achieving common goal

**North and West Metro Region 1 (10 people, 17 April 2008)**
- volunteer model (2)
- above & below the line – strategies to connect with agencies (2)
- range of information presented and their flexibility (3)
- intersection model (2)
- commonalities to be embraced
- curiosity/conversations (3)
- managing tensions

**Barwon South West Region 1 (46 people, 23 April 2008)**
- above and below the line (2)
- value of below the line conversations – crucial to partnerships
- managing/balancing tensions (3)
- conversing not convincing (4)
- particularly enjoyed the presenter – ways of making comments real (4)
- the models put forward – challenging the way I engage with peers
- variety of partners with which to partner to increase capacity
- individual people’s preferred method of giving and receiving information – brain dominance (3)
- importance of relationships (not MOUs!) (2)
- focus consistent with COGG primary value approach
- intersection model (2)
- not new material but application to partnerships was
- strong relationship between language and partnerships (2)
- volunteer model - ok not to be in volunteer all the time (2)
- ideas/structure/framework
- alliances are valued
- shared views/common goals/purpose (3)
- conversations started, but answers not determined
- models all useful - will take it all back – lots of aha moments
- cutting back to minimum critical specifications – not getting bogged down

**Barwon South West Region 2 …incomplete (24 April 2008)**

**Loddon Mallee Region 1 (44 people, 5 May 2008)**
- volunteer model (9)
- appreciation of difference
- above and below the line (7)
- will now get involved with the PCP
- shared purpose – common goals – purpose, method, outcome (6)
- need to listen – less whingeing
- inclusion/exclusion (2)
- brain dominance (5)
- conversing not convincing (6)
- reaffirmation of how I operate
- identity (2)
- elements of partnership
- interesting and diverse group
- real examples – exploration of models, not lecturing (3)
- importance of relationships in all parts of life – conversations (2)
- value of person regardless of status
- all of it – really enjoyable – fantastic delivery (2)
- managing tensions

**Loddon Mallee Region 2 ( 35 people, 14 May 2008)**
- volunteer model – where we really are (11)
- respecting other’s needs - intersection (5)
- communication –laws of conversation (2)
- great integration of concepts of partnership – practical experiences of making them happen (2)
- passion & insight of excellent framework
- refreshing workshop/great networking (4)
- simple ways of analysing relationships
- broad/holistic nature of workshop – great energy
- PCP is method - not the purpose
- structure and culture
- less emphasis/more emphasis (4)
- dynamic/stable relationships (4)
- opportunity to think about different situations and range of levels
- looked at self and challenges of implementation at work (3)
- focus on own workplace
- facilitator’s style – engaging aspects – moving around
- self awareness at meetings – my behaviour (2)
- communication styles
- recognising the diversity of people and orgs (3)
- nothing like what I expected
- intersection model
- below the line is important
- challenging my understanding of partnership
- understanding that our PCP is doing well but can always do better
- Bendigo Bank anecdote
- Balance
- Working with people who are different

**Southern Metro Region 1 (34 people, 6 May 2008)**
- valuing difference
- discovering purpose
- similarity between PCPs
- use of models seen and used in different settings – applications to partnerships
- importance of working together – understanding different mix of skills (2)
- value staff opinion – listen to them
- be aware of the way you re reacting (volunteer Whinger etc) (3)
- stable/dynamic possible refocus for groups (2)
- above and below the line-below the line is always worth promoting (5)
- self awareness & understanding that what is said may come across differently to others
- curiosity in conversation (6)
- importance of people in relationships keeping the human perspective (3)
- not saying “why” – being curious
- tensions discussion
- focus on self – internal v/s supporting external relationships
- importance of process and real dialogue
- tools and activities
- power of stories
- new enthusiasm in PCP
- importance of the journey in change management
- importance of clarifying purpose – always a common starting point

**Southern Metro Region 2 (33 people, 2 June 2008)**
- conversation model (curiosity) – how you converse is critical (7)
- organisational consciousness (2)
- finding purpose – strategic intent – what is important to partners (5)
- we all struggle at times
- confirmation of the value of genuine partnerships (2)
- MOUs not necessary to get work done
- managing internal stakeholders (3)
- importance of illustrating the abstract with stories (stories really helpful) (2)
- recognising the strengths of my partners – how to contribute (2)
- reflection on working partnerships/relationships – importance of building trust (5)
- stable/dynamic (2)
- thinking tensions
- fantastic grip of content – I am inspired again!
- fresh thoughts/adaptable concepts – stimulating style (3)
- need to go beyond the formal (2)
- importance of below the line interactions (2)
- no models are perfect, some are useful (managing these tensions)
- go beyond comfort zone
- volunteer model (2)
- more of/less of
- thoughtful day of doing things differently – value of exploration/diversity (2)
- brain dominance (2)
- everyone has a story
- content excellent/ delivery excellent

**Grampians Region 1 (25 people, 12 May 2008)**
- the level of engagement of member agencies
- intersection of where partnership begins
- practical examples of theory
- volunteer model (8)
- broad group commitment to PCP
- need to maintain and develop partnerships including creating new ones
- intersection/conversation model (8)
- developing shared purpose (4)
- tell me more
- models can also relate to my own organisation and my personal life
- pre-drawer visuals
- best value
- all models and it’s ok to be relational
- more working with internal stakeholders
- above and below the line (2)
- interesting presenters
- refreshing approach
- brain dominance
- use of posters for models
- non tangible work is still valid
- stable/dynamic
- more/less
- all of it
- how interesting partners found workshop and how engaged they were
- can always be challenged from our paradigm lock
<table>
<thead>
<tr>
<th>Region</th>
<th>Participants</th>
<th>Date</th>
<th>Key Points</th>
</tr>
</thead>
</table>
| Grampians Region 2 (29 people, 13 May 2008) | - volunteer model (8)  
- brain dominance (5)  
- less of / more of (5)  
- “tell me more” (2)  
- refocus on what’s important in developing partnerships  
- how people interact and their requirements to do so  
- above and below the line  
- laws of conversation  
- commitment to looking for commonalities - shared purpose (8)  
- 7 levels of consciousness  
- new ways of presenting information- energetic, animated, balanced, interactive (2)  
- openness, energy and understanding that Colin brought  
- partnerships is about relationships (2)  
- less confused about my performance  
- simple ways to analyse relationships and how to progress them | 111x41 to 195x72 | 111x592 |
| Hume Region 1 (36 people, 15 May 2008) | - below the line – getting meaning from conversation (5)  
- brain dominance (2)  
- sharing resources by Colin and Marie  
- acknowledgement of the people who have influenced the material  
- recognition for / of need for change  
- how far PCP has come despite the hurdles  
- clarity and direction  
- volunteer model (5)  
- opportunity for discussion, networking and presentations  
- art of conversation for building conclusive collaboration (2)  
- reminder that finding the essential humanness works in all contexts (3)  
- order of creation – review/purpose/method/outcome  
- partnership passion in the room – willingness to share ideas (3)  
- models of partnerships/relationships  
- understanding why some partners may not engage as much as others  
- similarities between organisations  
- lots – the use of language in building partnerships  
- very refreshing  
- gave me language to form framework – consolidated my personal approach  
- capacity of presenter to engage everyone – no weasel words (3)  
- need to be more open about structure and purpose (2)  
- value of networking | 111x592 | 111x65 |
| Hume Region 2 (20 people, 16 May 2008) | - emphasis on shared purpose  
- brain dominance (2)  
- conversations – order of creation - curiosity (4)  
- less of /more of  
- great stories, loved the whole thing, feel renewed, keen to engage again (2)  
- stimulation on topics –variety of topics (2)  
- challenge to find what w agree on, not what divides us  
- thought provoking  
- transparency can be all about conversing  
- levels of organisational consciousness  
- great networking  
- volunteer model  
- loved the exchange of ideas  
- finding shared purpose | 111x65 | 111x114 |

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- resources/posters will be useful
- together we do better

**Eastern Metro Region 1 (26 people, 22 May 2008)**
- that some ideas I’ve had about partnerships are well grounded
- conversation model (4)
- below the line conversations (3)
- great presentation – brought material to life
- think outside the square
- working out how to overcome barriers
- reminder how different people process information – learning to be more open
- importance of stories as tools
- re-establishment of shared PCP energy (2)
- framework for thinking and reflecting on my own style
- innovative presentation – looked beyond org structure
- ‘best practice’ not necessarily the best way
- move away from accountability as only mantra
- understanding org culture – accepting difference
- being together with no other purpose than to strengthen the partnership (2)
- volunteer model (2)
- great content – well presented
- working on internal stakeholders
- levels of consciousness
- being more connected to number of people and orgs
- re-engaged with everyday principles

**Eastern Metro Region 2 (22 people, 23 May 2008)**
- importance of relationships
- value of below the line work – above and below the line model (3)
- how to influence people, starting with internal structure
- start from being curious – conversation model (10)
- everything – inspiring – thoroughly enjoyed the day (2)
- value of relationships and importance of effort to make these work (5)
- volunteer model (5)
- notion that best practice can suffocate innovation
- putting big picture into simple speak – stories bring things to life (3)
- different perspectives (2)
- making a difference – engagement and trust are the keys
- processes/systems need to be “good enough” – don’t get bogged down (2)
- practical examples
- high level of congruence in the PCP – all want to grow the partnership
- more of/less of
- whinging is ok sometimes
- stable/dynamic

2. **What are the main ideas and reflections you will take away from this workshop?**

<table>
<thead>
<tr>
<th>On a personal level</th>
<th>For your organisation</th>
<th>For your PCP</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Gippsland Region 1</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- importance of conversations</td>
<td>- need shared ‘common ground’ before we can move forward</td>
<td>- more emphasis managing tensions between stable and dynamic</td>
</tr>
<tr>
<td>- volunteer model – great lens for assessing communication strategies</td>
<td>- identify how we will work with partners – where they sit on volunteer</td>
<td>- PCP needs an identity and that individuals are</td>
</tr>
<tr>
<td>- need to converse more</td>
<td></td>
<td></td>
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<tr>
<td>- endure balance between</td>
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</tbody>
</table>
### On a personal level
- stable and dynamic
- communication, shared experience, appreciative enquiry
- it’s ok to be below the line
- On the right track to building bridges
- working informally but purposefully
- importance of person to person relationship (2)
- revisited self awareness – personal and professional – where they mix and influence each other
- don’t forget to think about “above the line”
- step back from “business” and trying to focus on what’s really important
- confirmed who I need to relate to
- listen more and ask more open ended, less confrontational questions

### For your organisation
- model
- different approaches to conversation – take more time
- improve communication across organisation and with the community
- need to do more than lip service to PCP
- a willingness to work with PCP but need more input from higher management
- our strategic direction interface with PCP
- take time to find out why
- bridge building as a step to volunteering participation
- respect where people are at in the “volunteer model” and create real conversations to reach common ground
- more ideas around effective “but in” where govt initiatives lead to changed practice
- decided where to focus organisational level energy
- count value of journey successes

### For your PCP
- part of this
- identify how we will work with partners – volunteer model
- to be more active – it can be done
- all members have something to offer – accountable to PCP process
- good collaboration with organisation
- building opportunities for formal conversations so that strategic involvement occurs
- improving the quality of conversations to enhance partnerships
- keep the communication open, respectful and find time for fun!
- how to balance the relationships between stable and dynamic – managing the tension
- PCP is the method – this will help me define how I participate
- be more accessible

### Gippsland Region
- balance of technical/formal and emotional
- value of conversation - importance of self and fellow workers (2)
- importance of curiosity in questions
- awareness
- volunteer model
- conversations and engaging people (3)
- value of relationship building (2)
- using enquiry within conversation/argument
- will be more relaxed- below the line is ok!
- communication with my partner – no “why” questions
- greater personal understanding
- above and below the line
- asking and wanting information
- being a more dynamic
- networking
- work at moving people back to volunteer quadrant (2)
- feedback
- organisational consciousness (3)
- getting to know each other as people first
- need to have this workshop for managers/execs
- internal relationships are important in building external relationships (2)
- managing not resolving tensions
- working below the line – prioritise
- how to engage people better for outcomes

### What is out there – ask
- look for shared intersections/purpose (2)
- support
- balancing tensions (2)
- good relationships exist – will lever off the notion that DHS “get it”
- moving on in this direction – basically sound (2)
- purpose and value of partnerships
- more effort in below the line – informal / formal
- building stronger relationships through curiosity
- difference in personalities and working that to advantage
- work collaboratively with new chair and new exec officer – similar views
<table>
<thead>
<tr>
<th>On a personal level</th>
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<th>For your PCP</th>
</tr>
</thead>
<tbody>
<tr>
<td>leader/manager</td>
<td></td>
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<table>
<thead>
<tr>
<th>North and West Metro Region 1</th>
</tr>
</thead>
<tbody>
<tr>
<td>- conversation /convincings (7)</td>
</tr>
<tr>
<td>- below the Line (2)</td>
</tr>
<tr>
<td>- volunteer model – where I am at (3)</td>
</tr>
<tr>
<td>- need for more personal self-reflection prior to analysis of other relationship</td>
</tr>
<tr>
<td>- role and skills involved in facilitation</td>
</tr>
<tr>
<td>- having conversations (2)</td>
</tr>
<tr>
<td>- partnerships are different – different stages and need to be maintained</td>
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<tr>
<td>- listening – planning to build a bridge</td>
</tr>
<tr>
<td>- one thing to know another to do</td>
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<tr>
<td>- start afresh</td>
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<tr>
<td>- all about the difference</td>
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<tr>
<td>- common style and organisational consciousness</td>
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<tr>
<td>- finding right balance re resolving tensions (2)</td>
</tr>
<tr>
<td>- levels of organisational consciousness</td>
</tr>
<tr>
<td>- stable/dynamic (3)</td>
</tr>
<tr>
<td>- models and ideas to explore agency level</td>
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<tr>
<td>- how we need to maintain the leadership role for PCP</td>
</tr>
<tr>
<td>- discuss shared purpose with HP group</td>
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<tr>
<td>- view partnerships as collaboration rather than opportunities to achieve KPIs</td>
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<tr>
<td>- finding the middle ground</td>
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<tr>
<td>- journey evaluation and ways to remain dynamic</td>
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<tr>
<td>- respect and care understanding</td>
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<tr>
<td>- partners need to focus on same key pathway</td>
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<tr>
<td>- working below the line</td>
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<tr>
<td>- enhancing my role on steering committee from all of the models</td>
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<tr>
<td>- stable/dynamic</td>
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<tr>
<td>- internal examination of models – does the BNCA work</td>
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<tr>
<td>- more commitment to the development of partnerships</td>
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<tr>
<td>- work towards finding the right balance</td>
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<tr>
<td>- work with management group on clarifying purpose and role of PCP</td>
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<tr>
<td>- moving to dynamic</td>
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<tr>
<td>- need to spend time maintaining the partnership – keeping the balance between stable/dynamic</td>
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<tr>
<td>- discuss shared purpose</td>
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<tr>
<td>- below the line</td>
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<tr>
<td>- real conversations</td>
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<tr>
<td>- less is more</td>
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<table>
<thead>
<tr>
<th>North and West Metro Region 2</th>
</tr>
</thead>
<tbody>
<tr>
<td>- adopting balance between stable and dynamic</td>
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<tr>
<td>- successful conversations – genuine curiosity (4)</td>
</tr>
<tr>
<td>- furthered my resolve to pursue service to humanity</td>
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<tr>
<td>- common purpose</td>
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<tr>
<td>- volunteer model</td>
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<tr>
<td>- reinforced personal beliefs</td>
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<tr>
<td>- how to gather information and listen</td>
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<tr>
<td>- where to place emphasis</td>
</tr>
<tr>
<td>- awareness of personal relationships – building and difference</td>
</tr>
<tr>
<td>- possibilities of effective communication</td>
</tr>
<tr>
<td>- think about how well org operates below the line</td>
</tr>
<tr>
<td>- above and blow line enlightenment</td>
</tr>
<tr>
<td>- strengthen shared vision/purpose</td>
</tr>
<tr>
<td>- keep focussed on flexible use of models</td>
</tr>
<tr>
<td>- balancing stable/dynamic</td>
</tr>
<tr>
<td>- what are real priorities</td>
</tr>
<tr>
<td>- how to bring range of people together towards common goal</td>
</tr>
<tr>
<td>- how to work better collaboratively</td>
</tr>
<tr>
<td>- tensions between system demands and getting things done in community</td>
</tr>
<tr>
<td>- network of partners important to achieving goals</td>
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</tbody>
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<table>
<thead>
<tr>
<th>Barwon South West Region 1</th>
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</thead>
<tbody>
<tr>
<td>- into habitual responses</td>
</tr>
<tr>
<td>- interaction with partners</td>
</tr>
<tr>
<td>- get to know purpose of partners – listen to their point of view (3)</td>
</tr>
<tr>
<td>- better communication/conversing skills (4)</td>
</tr>
<tr>
<td>- managing/not fixing tensions</td>
</tr>
<tr>
<td>- ways of helping partnership develop</td>
</tr>
<tr>
<td>- frameworks we can apply</td>
</tr>
<tr>
<td>- work on partnerships/networks (2)</td>
</tr>
<tr>
<td>- posters/concepts to bring back to work</td>
</tr>
<tr>
<td>- relationships – less paperwork</td>
</tr>
<tr>
<td>- ways in which our org can make better contribution</td>
</tr>
<tr>
<td>- building climate for partnering (3)</td>
</tr>
<tr>
<td>- want to collaborate (2)</td>
</tr>
<tr>
<td>- above and below the line</td>
</tr>
<tr>
<td>- shared purpose (2)</td>
</tr>
<tr>
<td>- different models of</td>
</tr>
</tbody>
</table>
### On a personal level

- Increased level of self-awareness and of others (4)
- Getting in touch with my passions
- Affirmed approaches about working with partners
- Responsible for own attitude
- Be honest and don’t pretend
- Volunteer model (3)
- Curiosity
- Love what I do
- Be more open – not looking for quick fixes (2)
- Have capacity to catalyse partnerships
- Different models and my place within them
- More ideas
- Above and below line

### For your organisation

- Laws of conversation – how to engage management into curious conversation (3)
- Creative strategies for positive relationships with Barwon Health
- Clarity around purpose (5)
- Volunteer model
- Awareness of language
- Org is on right track – shared direction with PCP
- Stop trying to please everyone
- More talking less e-mail
- Being present in partnership (2)
- Managing tensions (2)

### For your PCP

- Structure
- More face to face meetings
- Conversations
- Clarity of purpose – and be more active
- Collaboration – seed discussion
- Take risks and be courageous
- Intersections – many opportunities
- Need to follow up with facilitated workshop to continue ideas
- Establishing good conversations as a starting point
- Practice & practice conversations

### Barwon South West Region 2 – incomplete workshop

#### Loddon Mallee Region 1

- Listen more (3)
- Looking for shared purpose and intersection points
- Curiosity – conversations (7)
- Information sharing
- Greater awareness of driving factors (2)
- Where I am on volunteer model (3)
- Valuing current contributions
- Build relationships (2)
- More tolerance for whingers – bring them to volunteer
- Review approach – remember feelings
- Better communication
- Brain dominance
- Enjoyed presentation
- How I personally work and how other partners work
- Value current contribution
- Will stay red and listen/empathise with my wife
- Start with common facts
- Customers second, staff first
- Use models everyday
- Below the line before above the line

#### Loddon Mallee Region 2

- Communication strategies/styles (2)
- Developing trust relationships – should have highest priority
- Volunteer model
- Resolving some internal contradictions ensure awareness of PCP (2)
- Develop our partnership - find shared purpose (4)
- Commitment in involvement

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*PCP Strengthening Partnerships Workshop Evaluation*

*Appendix 4*

*July 2008*
<table>
<thead>
<tr>
<th>On a personal level</th>
<th>For your organisation</th>
<th>For your PCP</th>
</tr>
</thead>
<tbody>
<tr>
<td>(4) Importance of good transparent communication</td>
<td>focus on purpose</td>
<td>cooperation depends on people</td>
</tr>
<tr>
<td>need to be truly curious (2)</td>
<td>balance between stable and dynamic</td>
<td>keep up the good work</td>
</tr>
<tr>
<td>volunteer model – great tool for reflection – have a bunch of questions to ask myself (5)</td>
<td>be positive about other organisations</td>
<td>collaborating from our broad shared vision</td>
</tr>
<tr>
<td>facilitators very empowering</td>
<td>professionalism</td>
<td>below the line work (3)</td>
</tr>
<tr>
<td>treat someone not as you would like to be treated but as they would like/need to be treated (2)</td>
<td>assess and further build existing partnerships – useful for one in particular</td>
<td>we’re not doing too badly</td>
</tr>
<tr>
<td>ways of listening which open up rather than shut down – ‘tell me more’ (4)</td>
<td>thinking about where people might be in the change process</td>
<td>making alliances work – dynamics</td>
</tr>
<tr>
<td>shift in way of work preferred</td>
<td>dynamic focus</td>
<td>identify partner agencies and consult</td>
</tr>
<tr>
<td>my style of management (green)</td>
<td>below the line (2)</td>
<td>internal stakeholder / partnerships</td>
</tr>
<tr>
<td>convincing/conversing/curiosity (3)</td>
<td>need to get true internal messages consistent (2)</td>
<td>encourage trust and openness</td>
</tr>
<tr>
<td>rethink some of my approaches to staff</td>
<td>how my style of management impacts on my workplace</td>
<td>ask questions of sub-committees</td>
</tr>
<tr>
<td>be more open to people</td>
<td>how our organisation can do things differently rather than expecting others to change (2)</td>
<td>through an exceptional PCP, push the dynamic</td>
</tr>
<tr>
<td>be more aware of where others ‘sit’</td>
<td>rethink my approach and strengthen within our organisation (2)</td>
<td>expanding partnerships, celebrating successes</td>
</tr>
<tr>
<td>use this information at home</td>
<td>healthy partnership behaviour</td>
<td>explore balance</td>
</tr>
<tr>
<td>self-awareness</td>
<td>staff are number 1</td>
<td>keep volunteers engaged even if they are in whinger or prisoner</td>
</tr>
<tr>
<td>question my motives constantly</td>
<td>work more openly with other departments</td>
<td>increasing the partnership through conversation</td>
</tr>
<tr>
<td>be aware that people are not at the same place as me</td>
<td>find more time to commit</td>
<td>place more emphasis on building relationships (2)</td>
</tr>
<tr>
<td>thinking before speaking</td>
<td>identify areas where our organisation can focus to achieve even better outcomes (2)</td>
<td>volunteer model – how responses affect PCP work</td>
</tr>
<tr>
<td>come from sameness angle</td>
<td>reduce focus on ‘best practice’ and increase focus on common goal to ‘make a difference’</td>
<td>we are on the right track</td>
</tr>
<tr>
<td>new methods of communication – ways to initiate change</td>
<td>reduce the question ‘why’</td>
<td>finding right linkages VIP</td>
</tr>
<tr>
<td>I’m red and it works for me</td>
<td>levels of organisational consciousness</td>
<td>cross agency communication and dealing with resistance</td>
</tr>
<tr>
<td>Self assessment – above the line, below the line</td>
<td>effective methods to move conversations forward (2)</td>
<td>trust – ask the right questions</td>
</tr>
<tr>
<td>Balance is achievable</td>
<td>leadership for customer service</td>
<td>listen, be generous – strive to make it work</td>
</tr>
<tr>
<td>Trust is precious, easily lost and hard to restore</td>
<td>be selfless to be curious</td>
<td>intersection model and common ground</td>
</tr>
<tr>
<td></td>
<td>purpose, method, outcome</td>
<td>celebrate the dynamic and recognise the methods</td>
</tr>
<tr>
<td></td>
<td>reach for continual renewal and learning</td>
<td>talk more above the line</td>
</tr>
<tr>
<td></td>
<td>need blue people as well as red</td>
<td>have more contact</td>
</tr>
<tr>
<td></td>
<td>organisation mirrors PCP relationships</td>
<td>a long way to go</td>
</tr>
</tbody>
</table>
### Southern Metro Region 1

- why do questions need to start with “why” (2)
- need to build relationships (2)
- improve conversation methods – curious (6)
- great to talk to people not just org reps
- made connection with colleagues – be aware of me (3)
- reaffirmation of me
- brain dominance implications (2)
- below the line conversations (2)
- refreshing point of view
- awareness affirming
- self-awareness
- I am typical!

<table>
<thead>
<tr>
<th>For your organisation</th>
<th>For your PCP</th>
</tr>
</thead>
<tbody>
<tr>
<td>value of the road, not just the outcome</td>
<td>common good – all parts share the purpose - PCP is method and a tool for common good (2)</td>
</tr>
<tr>
<td>need to listen to staff more</td>
<td>will come to the table with a more genuine attempt to build partnerships – voluntary effort (3)</td>
</tr>
<tr>
<td>use learning in work</td>
<td>strong partners lead to a vibrant PCP</td>
</tr>
<tr>
<td>take time to be interested in each member in my team (3)</td>
<td>discuss full role of PCP</td>
</tr>
<tr>
<td>further insight to purpose of PCP – challenges for us</td>
<td>similar issues for reps is reassuring – look at support strategies</td>
</tr>
<tr>
<td>PCP is method</td>
<td>good org of day</td>
</tr>
<tr>
<td>better org understanding</td>
<td>find connection below the line (2)</td>
</tr>
<tr>
<td>curiosity</td>
<td>find common purpose (3)</td>
</tr>
<tr>
<td>shared purpose (2)</td>
<td>importance of open communication</td>
</tr>
<tr>
<td>volunteer model (3)</td>
<td>ongoing learning, discussions to understand role and purpose</td>
</tr>
<tr>
<td>being more dynamic</td>
<td>find alternative ways of doing things</td>
</tr>
<tr>
<td>we are asking the right questions</td>
<td>brain dominance implications for PCP</td>
</tr>
<tr>
<td>focussing on process</td>
<td>capitalise on our strengths</td>
</tr>
<tr>
<td>using the simple elements to ensure commitment to PCP and my org (2)</td>
<td></td>
</tr>
<tr>
<td>understand strengths realise effects of our words</td>
<td></td>
</tr>
</tbody>
</table>

### Southern Metro Region 2

- think about purpose
- why I respond and do things the way I do – it’s ok to be me
- I’m doing ok with this stuff
- step back and engage on a personal level
- reflection
- be more curious in conversation and really find intersection (11)
- volunteer model implications (2)
- keep in touch with what motivates me
- use volunteer model flexibly
- level of congruence between “me” and work as a method
- people are ready for change
- reflect on personality styles
- build relationships- move out of my comfort zone
- open mindedness / flexibility
- consult and converse – don’t get too focussed on ‘less of’
- how I work in partnership and how I motivate others

<table>
<thead>
<tr>
<th>For your organisation</th>
<th>For your PCP</th>
</tr>
</thead>
<tbody>
<tr>
<td>where culture is organisationally</td>
<td>relationship building, listening (2)</td>
</tr>
<tr>
<td>more networking</td>
<td>review the way we work together</td>
</tr>
<tr>
<td>organisation is pretty healthy, but more work on and in it</td>
<td>need to balance the stable and dynamic</td>
</tr>
<tr>
<td>organisational consciousness (2)</td>
<td>first timer, so glad to join</td>
</tr>
<tr>
<td>different individuals contribute different things</td>
<td>will continue connection</td>
</tr>
<tr>
<td>shared purpose (2)</td>
<td>revisit purpose (6)</td>
</tr>
<tr>
<td>ok to focus on relationships not just MOUs</td>
<td>focus on more than just planning</td>
</tr>
<tr>
<td>focus on internal stakeholders – position of respect (3)</td>
<td>volunteer model</td>
</tr>
<tr>
<td>move out of internal focus level</td>
<td>levels of consciousness</td>
</tr>
<tr>
<td>building partnerships with balance between formal (structured) and informal (dynamic)</td>
<td>now speak common language and shared conceptual</td>
</tr>
<tr>
<td>look anew at meaning of ‘best practice’</td>
<td>change the paradigm – develop real partnerships base</td>
</tr>
<tr>
<td>above and below the line</td>
<td>increase collaboration</td>
</tr>
<tr>
<td></td>
<td>actively participate</td>
</tr>
<tr>
<td></td>
<td>very new – finding out more</td>
</tr>
<tr>
<td></td>
<td>how we can do better</td>
</tr>
<tr>
<td></td>
<td>how to move to dynamic end more – how to add</td>
</tr>
</tbody>
</table>
### On a personal level
- need to be more aware of personal space I am in and be more constructive
- value ‘difference’ as a positive opportunity (3)
- follow up links – enhance the work we do together
- dynamic nature of developing partnerships
- how I work in partnership and how I motivate others
- better understanding of personality types
- my place within a team environment and the contribution I make

### For your organisation
- structure around dynamics
- curiosity (2)
- volunteer matrix (2)
- Barrett’s work (consciousness model) (2)
- powerful conversations
- above and below the line
- have some great tools for leadership
- need to be comfortable to step over the line to “above”
- affirmation of my approach
- seek better interaction with parent body
- manage internal stakeholders and be more aware of org readiness to participate (3)
- work below the line (3)
- be more flexible and communicate better (2)
- negotiation skills will be useful
- be more aware of how our people interact with other orgs

### For your PCP
- improved communication with partners (2)
- how I participate more actively
- my work is already on track
- improve management skills for use with PCP
- more need to connect with CEO level
- revisit common purpose (8)
- values of PCP as relationship builder
- will be more involved and think more about how PCPs can be used (2)
- be more aware of intentionally and strategically selecting partners
- keep PCP informed of what we are doing
- openness to new collaboration

### Grampians Region 1
- listening, enquiring not judging (5)
- using more curiosity in questions (5)
- my impact on others
- volunteer model (3)
- need to articulate my own purpose
- “tell me more” rather than “why”
- intersection – look for it (3)
- all models are dynamic and you can move within them
- above and below the line
- I value self-awareness
- be prepared to show my vision
- fight fair in arguments
- conversing is not a waste of time pen communication (2)
- shared interests have big impact

### Grampians Region 2
- treat people the way they need/want to be treated
- need to listen and discuss more
- focus on shared purpose
- validating that what I do each day is worthwhile (3)
- complexity of relationships and need for conversations
- reflect on practice esp stable/dynamic
- curious questions (3)
- assess and build some existing partnerships – useful for one particular partnership
- it’s ok to talk without achieving a tangible outcome
- org stories are important – need to build more
- networking helps maintain direction
- using information to help

### PCP Strengthening Partnerships Workshop Evaluation
Appendix 4
July 2008
### On a personal level

- Idea that partnership is not tangible, but still worthwhile
- Will be more conscious
- Change management is chaotic and not linear
- Less convincing – more conversation
- Volunteer model (4)
- Resist “clever” statements
- Brain dominance
- Need to hold back more to be a persuasive person
- Try to understand other person’s purpose
- I can understand better where other people are coming from
- Be more aware of where others are at
- My skills and who I am is relevant to how I work

### For your organisation

- By team
- More of /less of
- Look for opportunities to share ideas and resources
- Different ways of working – neither being right or wrong, just difference
- How do we fit in 7 levels of consciousness
- Some specific tasks, getting the timing right
- Allowing time for conversations (2)
- Relationships and expectations of other agencies
- Will help with a framework to help meeting development
- Above/below the line (3)
- Volunteer model (3)
- Brain dominance
- Understand perspective of co-workers
- Wide range of personalities will eventually make us more successful
- Good people can create great things
- Apply models to help shape culture
- Too much focus on structure; needs to be role clarity
- Need to lighten up a little

### For your PCP

- Curious
- Start from common ground and talk & develop strategies from these (2)
- Need to develop individual and organisational courage and willingness to engage in meaningful conversations (2)
- How to work with organisations that are not comfortable with paradox/tensions
- Rethink our meetings approach
- Building relationships & passing on ideas (2)
- All great for partnerships
- Make more time for meetings – be involved (2)
- Work less on structure more on collaborative behaviour
- Need to identify common purpose
- Will apply tools from today – thank you
- More energy will validate to my org why I am involved
- Think more about above/below the line

### Hume Region 1

- Convincing /conversing/listening (6)
- Have read the right books
- Be more aware of ways to encourage others to take ownership
- Learnings that I can implement
- On right track with my approach
- Brain dominance (2)
- Good to spend time with colleagues
- Volunteer model
- Renew commitment to both PCPs
- What I bring to partnerships
- Be vigilant and curious (6)
- New approach to engaging staff in change
- Need for courage

- Intersection concept (2)
- Link the bits
- Hardest part is the invisible part
- Willingness is important starting point
- Continue to be a learning organisation with those who have capacity to lead
- Support team I manage
- Need to capture ideas and possibilities better through our structure
- Strengthen relationship through means not ends
- Respecting different approaches of colleagues
- Will help to building relationships

- Dynamic thinking (5)
- Vision/purpose (4)
- Need for partnership – opportunity to share and for dissent
- Seeing light at end of the tunnel
- Ideas for the platform in which I’m involved and the future of the PCP
- Spend more time in dynamic end
- Progress is being made
- Renewed energy to support and contribute (4)
- Do some work on our partnering
- Be positive, provide input
- Need for BTL
### On a personal level
- communicate below the line
- everyone regardless of brain preference needs to be heard and respect
- humanity – core focus
- bring more humanity to e-mails
- a lot of positive stuff I can relate to – I think I am a good person!

### For your organisation
- what sort of partner am I?
- discuss my positive experience with my boss
- how I can improve?
- how we can be more innovative about what we offer – be a real partner (2)
- be adventurous
- share learnings with my team
- importance of below the line
- framework to support PCP
- relationship of humanity to health
- be aware of my e-mail

### For your PCP
- engagement with agencies and those who are not yet partners
- realisation that partnerships are not negative and the other party is not out to get you!

### Hume Region 2
- have influence and energy to build relationships
- working relationships
- volunteer model (2)
- whinger/prisoner
- find shared purpose
- put myself in other people’s shoes (2)
- others think similarly
- good reflection on how I can best contribute to PCP
- be more curious
- brain dominance
- conversing as a tool (2)
- how my emotions effect the partnership
- many ideas resonate at a management level
- find shared purpose
- love my creativity and know my org needs me!
- make more personal contact with partners
- keep on keeping on – we are on the right path (2)
- volunteer model (2)
- balance of task v/s flexible response
- great networking (2)
- become involved
- workshop will reinvigorate PCP
- find shared purpose (3)
- encourage and support partners to be in “volunteer” (2)
- reinvigorate enthusiasm for PCP
- be a supporter (3)
- keen to see next step
- no partnership problems – just lack of direction from DHS
- wear my PCP hat more often

### Eastern Metro Region 1
- reminder of talents and skills I bring
- conversation skills (4)
- keep going
- connect with people more
- let my authentic person come through
- volunteers model
- more insight into people
- path to nirvana is not linear
- identify shared purpose
- that our org has important role to play
- volunteer model
- listen more/foster relationships
- keep going
- courage to do our work innovatively
- volunteer model
- improve communication with community agencies
- stable/dynamic (2)
- develop shared purpose (2)
- embrace differences
- all of us keep going
- volunteer model and purposeful networking
- complexity of partnership agenda
- look for opportunities to bring people to volunteer
- increase below the line conversations

### Eastern Metro Region 2
- variety and balance
- keep trying
- thinking more about conversations (2)
- volunteer model (3)
- be more curious/intersection point (4)
- brain dominance – remembering this in family
- variety and balance
- getting internal functions working well
- networking and relating to staff
- volunteer model (3)
- brain dominance
- curiosity v/s certainty/convincing (4)
- variety and balance
- having conversations
- value of relationships in partnerships
- volunteer model
- be more curious
- talking below the line
- taking the big picture and drilling down
### Appendix 4 

<table>
<thead>
<tr>
<th>On a personal level</th>
<th>For your organisation</th>
<th>For your PCP</th>
</tr>
</thead>
<tbody>
<tr>
<td>situation</td>
<td>time for us to work</td>
<td>bring PCP into more of</td>
</tr>
<tr>
<td>- time to have some</td>
<td>outside and collaborate</td>
<td>our day to day activities</td>
</tr>
<tr>
<td>conversations (2)</td>
<td>more</td>
<td>trust basis of partnership</td>
</tr>
<tr>
<td>- where do I put my</td>
<td>- stop asking staff 'why'</td>
<td>development</td>
</tr>
<tr>
<td>focus?...process, data,</td>
<td>and start saying 'tell me</td>
<td>- shared purpose (2)</td>
</tr>
<tr>
<td>ideas, relationships</td>
<td>more…’</td>
<td>- relationships</td>
</tr>
<tr>
<td>- relationships</td>
<td>- where do I put my</td>
<td>- continual progress of</td>
</tr>
<tr>
<td>- consider tools in open way</td>
<td>focus?...process, data,</td>
<td>work of PCP</td>
</tr>
<tr>
<td>- how I can individually apply</td>
<td>ideas, relationships</td>
<td>- potential for better</td>
</tr>
<tr>
<td>- heading in the right direction – feel validated, thanks</td>
<td>- relationships</td>
<td>partnerships</td>
</tr>
<tr>
<td>- what I do instincively now is grounded in reality</td>
<td>- value all members bring</td>
<td>- more opportunities like</td>
</tr>
<tr>
<td>- more of/less of</td>
<td>- how to keep innovative</td>
<td>this!</td>
</tr>
<tr>
<td>- how this impacts on people in my private life</td>
<td>within bureaucracy</td>
<td>- new to group – today was</td>
</tr>
<tr>
<td></td>
<td>- how we can do better as</td>
<td>great networking</td>
</tr>
<tr>
<td></td>
<td>an organisation</td>
<td>opportunity</td>
</tr>
<tr>
<td></td>
<td>- find intersections</td>
<td>- more emphasis on</td>
</tr>
<tr>
<td></td>
<td>- finding balance between</td>
<td>thinking outside the</td>
</tr>
<tr>
<td></td>
<td>‘placing more emphasis on’...and corporate</td>
<td>thinking into relationships</td>
</tr>
<tr>
<td></td>
<td>- relationships</td>
<td>on which we have all built</td>
</tr>
<tr>
<td></td>
<td>- less emphasis on</td>
<td>from trust</td>
</tr>
<tr>
<td></td>
<td>written/formal and more</td>
<td></td>
</tr>
<tr>
<td></td>
<td>on creativity and</td>
<td></td>
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<tr>
<td></td>
<td>relationships</td>
<td></td>
</tr>
</tbody>
</table>

### 3. Please rate the likelihood that you will you put some of your learning from today into practice on a scale of 1 (low) to 10 (high)

<table>
<thead>
<tr>
<th>Comments</th>
</tr>
</thead>
</table>

**Gippsland Region 1**
Average = 8.6, highest = 10, lowest = 7

- Information will be a wonderful resource
- Finding common ground for projects
- Informal conversation (corridor conversations) are really important
- Most interesting and worthwhile workshop I have ever done. Colin’s facilitation style is the best I have experienced
- Finding a balance is always difficult, but will attempt to ensure learning is utilised

**Gippsland Region 2**
Average score = 8.9 highest =10 lowest =7

- speaker excellent/interesting
- refreshing, great workshop, informative (4)
- some easy to use methods and clues (2)
- best workshop – really needed more local DHS reps
- great presenter/s good visual aids and examples to explain situations
- thanks for really excellent day

**North & West Metro Region 1**
Average score 7.6 highest =9 lowest = 5

- Self reflection re “care” focus rather than task
- Great thanks
- Informative day – one i will reflect on in all aspects of my life
- Some stories went on too long – drifted off
- Thanks for notes – helps to implement
- Having more chance to work through issues would have been useful

**North and West Metro Region 2**
Average score = 8.4  highest – 10  lowest = 7

- This and conference from previous week have allowed me to reflect and focus on different things
- Would be great too inform justice/police of these concepts
- Liked the structure, models and presentation – thanks
- Content all very relevant and usable

**Barwon South West Region 1**
Average score = 8.8  highest = 10  Lowest = 7

- Refreshing presentation, stimulating – can use it! (6)
- Valuable and enjoyable day – really enjoyed Colin and energy (5)
- Stay tuned – yellow girl, big ideas, no follow through
- Enjoyed conversation exercise – beginning relationships with new contacts (2)
- I am full of enthusiasm – hope I can convey to others
- Great food
- Very different material and process –valuable and exciting (2)

**Barwon South West Region 2** - incomplete

**Loddon Mallee Region 1**
Average Score = 8.8  Highest = 10  Lowest = 7

- Excellent workshop – dynamic, stimulating, fun – no power-point! (6)
- Great stories/illustrations - practical
- Excellent workbook
- “Tell me more about…”
- All good/very good – Colin kept us interested all day (4)
- Great day – excellent insights – good food
- Great tools for the workplace
- Thank you
- One of the best personal/professional development days I have attended
- I will put strategies and understanding into play

**Loddon Mallee Region 2**
Average score = 8.6  highest 10  lowest = 5

- Excellent opportunity to reflect on current partnerships and ways to improve them
- Statewide Capacity Building project needs to be introduced to Koori communities in LMR
- Thanks for interactive approach
- Great workshop, light but deep messages, thanks (4)
- Volunteer model
- Making the connection
- Really liked Colin’s energy and capacity to draw on real examples
- Will use in both personal and professional
- Very good day – well presented – some groups needed more direction on activities especially in the morning- more structure
- Probably at least 3 areas that can be implemented straight away
- Great tools, ideas, practical applications
- Curiosity questions
- Will revise documentation ASAP
- Excellent facilitation – I wondered how they would bring it together – it was great and I think they achieved their goal
- Excellent workshop – increased thinking around how partnerships may not work if you are not open in own conversations
- Always good to be reminded on negative/positive behaviour
- Brilliant – entertaining as well

**Southern Metro Region 1**  
Average Score = 8.7  Highest = 10  Lowest = 7

- Familiar models but given fresh context and interpretation
- Reinforced value of Colin’s approach
- Showing an interest in others is easy and natural thing for me – now validated as a strategy to get PCP work happening
- Came at a great time for me personally – feel good about myself
- Maybe talked at a bit too much – would like to have more
- Time to explore implications for partnerships and making them work (2)
- Thank you – engaging session – loved it (4)
- Awareness affirming – common sense approach (2)
- Already noted actions for next management committee meeting
- Great to lean different strategies for meaningful interaction – most useful as a team leader (2)

**Southern Metro Region 2**  
Score = 8.5  highest =10  lowest = 6

- Enjoyable interesting day, excellent presentation, thought provoking (7)
- Valuable insights and useful content (2)
- Good refresher
- Great to hear practical examples from outside health and community services
- Facilitators were great, very knowledgeable and professional, top quality, thanks
- Useful and challenging in terms of cognition and process
- I will review my ways of conversing with colleagues and partners
- Use fo materials to engage staff in partnership building
- Content illuminating and appreciated the way the workshop was run
- Interesting to hear how a PCP grapples with some issues that were raised (DHS)
- Thanks for fun learning experience

**Grampians Region 1**  
Average score = 8.8  Highest = 10  Lowest = 7

- great thanks
- excellent personal learning
- will discuss with staff
- workshop was fabulous, thank you (2)
- will definitely modify my use of language in relation to curiosity
- great presentations with great examples (2)
- would like to hear from Marie to help break up day
- easier to implement on personal level than organisational level
- will implement a number of aspects into my practice
- presentation was outstanding –good illustrative examples (2)
<table>
<thead>
<tr>
<th>Region</th>
<th>Average Score</th>
<th>Highest</th>
<th>Lowest</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grampians Region 2</td>
<td>8.9</td>
<td>10</td>
<td>7</td>
</tr>
<tr>
<td>Hume Region 1</td>
<td>8.6</td>
<td>10</td>
<td>6</td>
</tr>
<tr>
<td>Hume Region 2</td>
<td>8.2</td>
<td>10</td>
<td>6</td>
</tr>
<tr>
<td>Eastern Metro Region 1</td>
<td>8.0</td>
<td>10</td>
<td>6</td>
</tr>
</tbody>
</table>

**Grampians Region 2**
- Thanks, well run workshop – balance of fun activities, discussion, listening (5)
- Wonderful uplifting session, feel invigorated – will be less urgency addicted (2)
- Thanks for enlightening day (2)
- Does one ever stop learning? Hope not
- Will discuss concepts with my managers at planning day in 2 weeks esp intersection model
- Practical with feeling
- Great facilitator – thank you for doing what you do (3)
- Wonderful learnt a lot about myself and others
- I will try!
- Nothing new, but re-energised and affirmed – sincere thanks

**Hume Region 1**
- Relevant to the LLEN as we only work in partnership
- Great work, great presentation, thought provoking (9)
- Thank you for breadth of ideas, models and experience
- Resources will be used in own meetings
- Will encourage our PCP to do some reflection on who we are and who we want to be
- Fantastic, loved the day thanks! Good to revisit and reshape (2)
- Good variety of activities – mixing with other people
- One of the best sessions for a long time
- Great reinforcement

**Hume Region 2**
- Ideas are useful across all areas of work
- Great day – i as spellbound – lots of laughing
- Will tip balance to placing more emphasis on
- Well done – congratulations to pcp and dhs for putting day on
- Great realistic comments
- Will print posters and put them at work
- As stimulated, including by other participants
- Information critical for our long term future

**Eastern Metro Region 1**
- Simple clear models – key messages great (no powerpoint – great)
- Able to see how to work through blockers to partnership building
- Thank you so much – you have expanded my thinking on a personal and professional level (2)
- Reminder about being courageous & break out of the box
- Expand areas that are not a personal strength
- Interesting and well presented – explanation through experience great
- Need to reflect on this
- PCP/DHS need to keep this on the agenda and push organisations to continue dialogue
- Planned session for senior staff in a week to discuss
- Presenter was excellent, great examples and great humour
- Stories took a little long and reduced the time for interaction with participants
- There is a lot I intend to try, especially curious questioning
- Fantastic overview – so much to learn and implement – good insights and quick approaches to start – need more follow up sessions (2)
- Quality of presentations was excellent

**Eastern Metro Region 2**

Average Score = 8.7  Highest = 10     Lowest = 7

- Fantastic facilitation – engaging and empowering
- Barriers to giving it a 10 is communicating these ideas and the expectation to be professional and adapt high level concepts – however, excellent workshop and can apply to any level
- Would like to implement most of it, but requires input from the rest of the team
- Thoroughly enjoyed it – and it was Friday!
- Facilitating conversations that are safe and transformational rather than defensive and justifying
- Not only entertaining and therefore creating a learning environment but many opportunities to interact – stories are always valuable
- Great workshop – engaging and most helpful – thank you

4. If there was a follow up session, what are one or two things you would like to focus on?

**Gippsland Region 1**

- Like to have same experience
- Organisational Consciousness
- Convincing/conversing
- Better, more effective communication
- Collaborating with different sectors
- Managing challenging colleagues
- Reviewing aspects of the plan (work practices) to reflect what we learnt today
- Putting theory into practice- how to turn relationships into agreed actions
- Partnerships and change management (3)
- Focus on who are prisoners and survivors – conversations for common ground
- How to find ways for PCP being method – what does this look like?
- Rectifying negative stances within partnerships
- Stories of change in health
- Volunteer model & effective strategies for conversations within quadrants
- What have we done since last time – challenges faced

**Gippsland Region 2**

- format was good
- networking
- having all PCP members attend
- support for strategic planning with the partnership
- more of the same – especially volunteer model
- ways to help large group find a common purpose/vision (3)
- applications of concepts with performance management (reward/ recognition)
- practice in getting to intersection first
- building trust
- ways to place **more** emphasis on less formal
- techniques for breaking down resistance
- levels of organisational consciousness
- practical meetings
- change management & team building – although some of today covered this

### North and West Metro Region 1
- more on effective conversation – thanks it was great story time
- being with whole strategic partnership of my group of my PCP – progressing our specific PCP
- strategies other than those learned today – case studies – 1 example in depth
- look at ways of enhancing implementation of some of the models (2)
- partnership development
- capturing/documenting the journey process
- how to engage partners in the dynamic and move to Volunteer
- Did it work? Ie take away messages – did I put this into practice – did I need to change the way I work? (2)
- Strategies for moving stuck partnerships forward – more of the same applied to specific issues – thanks great day, inspirational

### North and West Metro Region 2
- Organisational consciousness (4)
- Ways to get balance right – issues of trust v/s accountability
- Convincing/conversing
- Managing tensions
- Drawing people into process through conversation – sense of ownership
- More of today – take to greater depth
- Practical discussion with my partners about application
- Brain dominance (missed out in this workshop)

### Barwon South West Region 1
- conflict resolution between agencies where territorialism exists
- negotiating with big and small orgs
- applying concepts within the funding/compliance/regulating framework
- identifying synergies between agencies
- purpose of PCP (3)
- how to shift partners/staff from “prisoner” to “volunteer” (2)
- found all useful – would like more time to explore
- PCP should establish groupings around projects such as aged care, active service models, e-referral etc
- Would like to do this in my organisation
- Communication & language strategies
- Resolving tensions – implications
- Practicalities of getting connected
- Encouraging risk taking and courage
- Collaborative models that work eg youth sector
- Method/process that enables partnerships to happen – eg Open Space
- Next steps (2)
- Internal org dynamics
- Ways to connect with people from other colours (brain dominance model)
- Understanding of fluid nature of our communities – cross org capacity to meet them
## Barwon South West Region 2 - incomplete

### Lodden Mallee Region 1
- Organisational purpose
- Strategies or tools to use as “ice breakers” so partnerships can be more receptive
- Method, purpose, outcomes (2)
- Organisational consciousness (2)
- PCPs and DHS – how to connect reality with these learnings
- PCP is the method not the outcome
- Maintaining the impetus for ongoing PCP development
- Making the connection
- Above the line/below the line
- The conversation part
- The volunteer model – influencing factors and strategies to enable people to stay in “volunteer” (5)
- Conflict management and engagement/motivation in times of pressure/demand
- How strength based approaches compliment these processes and partnering
- Broadening our attendance to include middle managers
- Leadership/team management
- More understanding of personality – loved the colour theme (2)
- Working with different generations – baby boomers, gen x & gen y
- What is the PCP – dynamics of pcp and our community
- Personalities and working with people
- Less documentation – speeches/conversation before paperwork
- Laws of conversation/negotiation
- Template for partnership agreement
- Facilitating change in others

### Lodden Mallee Region 2
- PCP remains a conceptual abstraction for many – this needs to be addressed in any future planning from DHS within this sector
- How to communicate well in order to maximise engagement, minimise conflict
- Organisational Consciousness (4)
- Introduce workshop to Koori communities – very empowering and respecting of human beings
- Best done with specific partners at the table
- Would like more people from my organisation/consortium to be here – take to specific organisations (2)
- ‘More emphasis’ – developing the right working relationship and enabling collaborative behaviour
- Strategies to implement effective ‘below the line’ engagement in staff and partners (2)
- How to celebrate success
- More collaborative discussion opportunities
- Organisations’ internal relationships
- Recognition of individual partners v/s partnerships – how to better link
- How do base grade staff begin to influence the ‘above the line’ from management
- Volunteer model
- Find common ground to start conversations
- Understanding purpose of different groups within PCP
- More of the same – expanding further on today’s presentation
- Individual PCP work and how this could progress to Increase partnerships
- Interested in interpersonal relationship side of work
- More behavioural models
- Engaging people to make a difference
- Dynamic end of things – good at stable but health by nature is not good at dynamic – to much plan plan plan!
- Creative conversations and questioning (2)
- Further workshopping with PCP – “how” – but we can do this ourselves (2)
- How to be more yellow if you are blue

**Southern Metro Region 1**
- Work with PCP on defining purpose and how to achieve them (4)
- More PCP examples for the strategies presented
- Want to take messages back to my org
- How to handle conflict in purpose
- Tensions – collaborative learning/working
- Communication
- More condensed into workplan outcomes application
- Leadership skills and getting CEO support – making PCP core business
- Thanks Colin and Marie for a great day
- Not sure but would definitely come!
- Change management within change fatigue
- Knowing when to stop and consolidate
- How well did we apply our learnings
- Moving people through phases
- Strategies for bridge building
- Capitalising on other people’s leadership
- How to keep brainstorming focused – acknowledge everyone without talking rubbish!
- Fantastic workshop – best I’ve been to recently - thanks

**Southern Metro Region 2**
- How PCPs progress after today
- Relationship building within the network
- Examples of great work
- Time to put learnings into a PCP action purpose/visioning (3)
- Keeping partnerships alive and functioning (2)
- Identifying purpose and method
- How to shift an organisation/partnership into volunteer mode
- Practical implementation of these ideas/concepts
- Interactions/use of power in partnerships
- Knowledge management transfer
- Work with specific PCPs on developing on the ground partnerships (2)
- Overcoming obstacles
- Skill based development on being curious
- Organisational consciousness
- Stable/dynamic interface of partnership building

**Grampians Region 1**
- 7 levels of consciousness (5)
- Great workshop – interesting and engaging presentation (2)
- Managing the tensions – finding the right balance
- More about using above the line skills – how to feel confident when talking with people “above the line”
- Thank you for stimulating and thought provoking day
- Curious conversations (2)
- A little too anecdotal, but there were some unexpected and interesting revelations
- Fabulous – thank you
- Targeting partners who are not engaged in partnership work
- Shifting people from prisoner to volunteer (2)
- All valuable
- Would like to have this in our organisation (2)
- Team work, working through grievances
- Shared purpose
- Partnerships being deeper than org gain
- Recap / refresh the lot
- Stable/dynamic relationships/tensions
- Developing shared vision

**Grampians Region 2**
- best done with specific partners
- moving people from whinger to volunteer
- stories
- how to find positive in negative situations
- at PCP level putting items into practice (2)
- Great workshop – we are just at the start of conversing
- Managing not resolving the tensions
- Developing courage
- Organisational health
- Terrific thank you would be interested in follow up workshops
- Relationships strengthening
- Convincing/conversing – would like more of this (2)
- Below the line
- Building relationships with difficult/disagreeable relationships/different personality types (3)
- Strategies to deal with whinger/survivors (3)
- How to put ideas into practice
- Organisational consciousness
- Working with large and rigid organisations – to help them become more flexible and work with community
- How to integrate the learning
- Community development – giving your community a real voice in your organisation

**Hume Region 1**
- Have other sectors attend – DPI, Education etc (2)
- Planning – dynamic zone (3)
- Partnerships and visioning
- Partnerships with private sector
- Language around bringing people to the intersection (3)
- Questions and language
- More volunteer model (2)
- Organisational change
- More time on PCP dilemmas
- Would like to have this delivered to each major organisation for all staff
- What is the future of pcps
- More specifically on future focus of PCP in UH
- Purpose – define it, focus it achieve it (3)
- What’s working in other PCPs and what doesn’t
- Review PCP structure
- Humanity
- More of the same – stable/dynamic
- PCP specific workshop – learning from today
- Managing personalities that don’t want to be engaged

**Hume Region 2**
- Application of models to our PCP – learning activity (3)
- Emphasis on positives of PCP – its ok to partner at different ends of stable/dynamic
- Fine line between doing “with” and doing it “for”
- We’ve done the brainstorming – we now what we want – now we need to build the team, set the goals, stay on track and make it happen
- Nitty gritty
- Continue with change management
- Shared purpose (2)
- Volunteer model
- Curious/certain
- How we get word out re PCP and its purpose
- Would be good to have this session followed by forum meeting
- Current PCP gains of PCPs and future goals
- Conversation model
- Managing partnerships/engaging people/keeping momentum going

**Eastern Metro Region 1**
- Applying models to some live partnership case studies (3)
- How to incorporate the dynamic into the stable (2)
- Breaking down defensiveness/managing conflict (2)
- Using the expertise/knowledge in a functional working group
- Organisational consciousness (3)
- Identifying partner issues of engagement
- Identifying shared purpose
- More on rules for ‘below the line’ conversations
- Future structures
- Strategies around making a difference - greater drilling down
- Moving people into ‘volunteer’
- Putting into practice (2)

**Eastern Metro Region 2**
- Managing conflicts between compliance with ‘above the line’ compliance and ‘below the line’ action (2)
- Shared purpose
- Developing positive relationships
- Engaging people with different thinking preferences
- Conversing/convincing
- Future PCP processes
- Practical exploration of organisational consciousness (2)
- How strategies can be implemented in work teams
- Would like workshop taken on the road – would love my staff to have the experience
- More relating to consumer experience
- Building dynamic relationships/organisations
- More of/less of