



**US Army Corps
Of Engineers**

Building Partnership Capacity

Purpose

The purpose of this training is to provide information about the NRM Partnership Program and the role of the Corps' NRM employee in building the Corps' Partnership Capacity

Growing Partnership Capacity

Internal

1. Create an organizational culture that welcomes and encourages partnerships
2. Integrate Partnership Culture into NRM Business Lines
3. Training is required to increase the knowledge base

Create Culture That Encourages Partnerships

- Loosen the reins of control
- Embrace the concept of joint government/community stewardship
- Diversify funding sources

Integrate Partnership Culture into NRM Business Lines

- Collaborate with others to develop sustainable solutions,
- Build our capacity for partnerships through collaborative management
- Form and strengthen interagency relationships
- Collaborate with our customers and stakeholders with a clear focus on external views and requirements.

*******TRAINING*******

- Increase partnership knowledge at all levels among NRM personnel and all support services (OC,CO,RE)

Development of Partnership Mentality with Existing Authorities

1. Attitudes vs. Authorities
2. Where there is a will there is a way
3. Not “Can I ?” but “How can we ?”
4. The art of possible
5. The right tool for the job

Development of Partnership Mentality with Existing Authorities

1. Establish clear roles and responsibilities
2. Use “Evolution” not “Creationism”
3. Don’t reinvent the wheel
4. Cultivate the “Profession” of Partnerships

Growing Partnership Capacity

External

1. Community Engagement
2. Mapping the Community's Assets
3. Establish Common Ground
4. Sustaining Partnerships
5. Measure Progress and Celebrate Success

Community Engagement

- Build strong personal relationships and networks
- Nurture good communication, trust and respect
- Practice compromise
- Leave your EGO at the door

Community Asset Mapping and Inventory

- Asset Mapping-The process of cataloging and mapping the resources of the community
- Serves as a catalyst for partnership relationships to develop
- All inclusive; public and private
- Natural, heritage, social, economic and service

Establish Common Ground

- Focus on important needs
- Adopt shared vision
- Understand partners mission and organizational culture
- Utilize and integrate strengths of partner
- Ensure appropriate cross section of members

Sustaining Partnerships

- Formal Agreements
- Ensure that the partnership owned by the entire organization , not just a few
- Find ways to cut through red tape
- Honor your commitments
- Build slowly; build on previous efforts
- Constantly seek out best practices
- Diversify your funding sources, leverage

Measure and Celebrate Success

- Make partnerships win-win
- Have mechanisms in place to measure progress and success
- Strive for Excellence
- Celebrate success early and often.