

What makes for successful collaboration?

Emma Wood

Te Pou o te
Whakaaro Nui

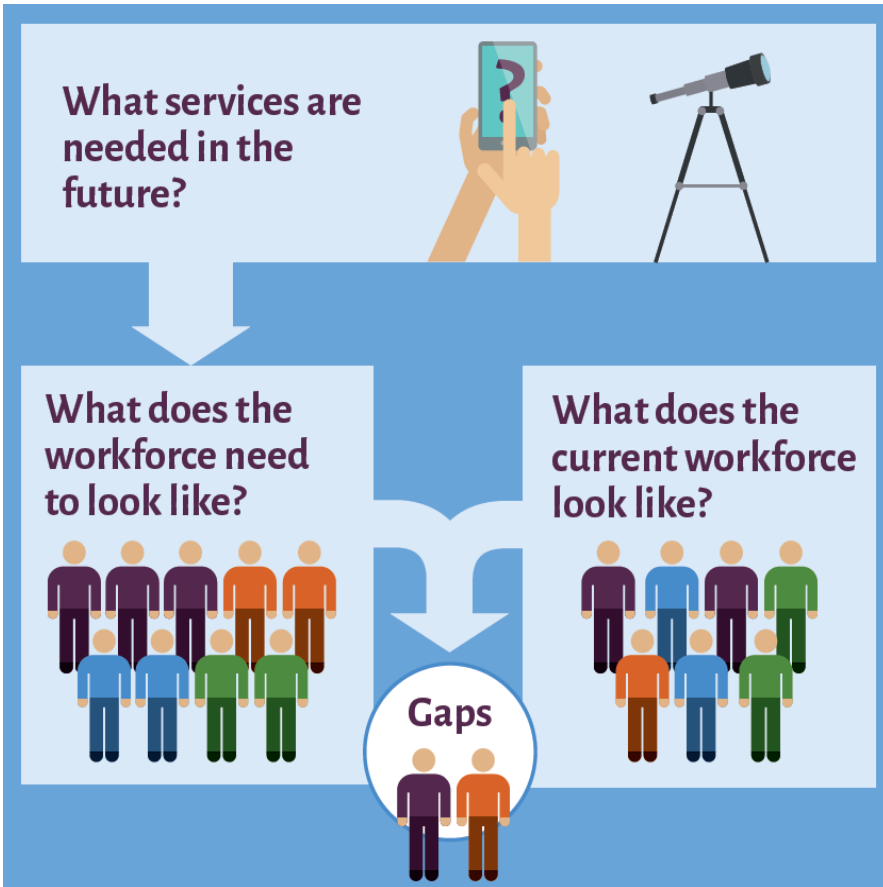
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*Nāu te rourou, nāku te
rourou ka ora ai te iwi*

With your contribution and
my contribution the people
will be sustained

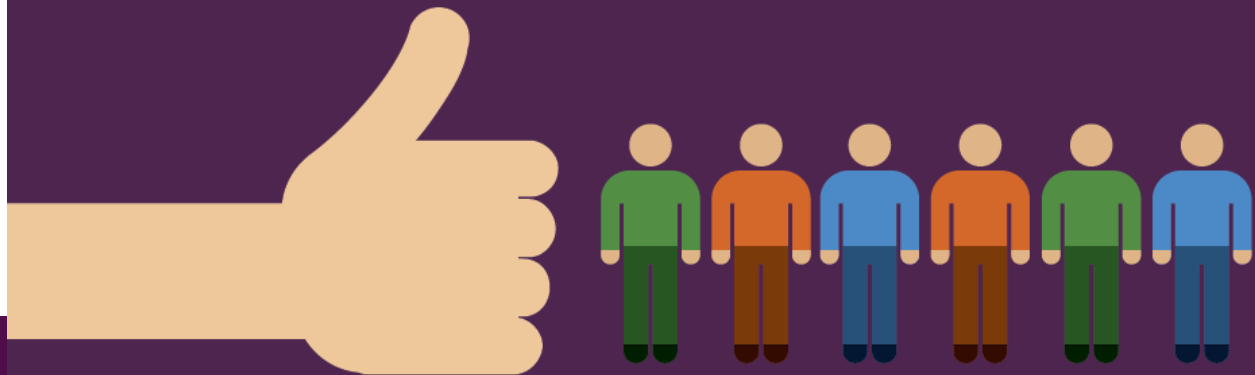


Workforce planning & development



Outcomes

Right number of **people**
with the right **skills**
in the right **place**
at the right **time**
with the right **attitude**
doing the right **work**
at the right **cost**
with the right work **output**



On Track

Knowing where we are going

CO-CREATING A MENTAL HEALTH
SYSTEM NEW ZEALANDERS WANT



Collaborative capability in the mental health and addiction sector:

A review of the
literature

February 2018

Te Pou o te
Whakaaro Nui

Part of the Wise Group

PLATFORM

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Evidence based workforce development

Collaboration in the mental health and addiction sector

Te Pou o te Whakaaro Nui and Platform Trust have explored the meaning and capability in the mental health and addiction (MH&A) sector in New Zealand. This reflects a vision for:

- > a local system of support based on meaningful partnerships between people and networks around them
- > a whole of population health approach based on the notion of wellbeing
- > engaged and healthy individuals, families/whānau and communities.

The report – Collaborative capability in the mental health and addiction sector – is a review of the current state of the sector, its nature of MH&A service delivery, workforce planning and development to create a "ready workforce". The report is intended as a resource to strengthen individual capability and to increase the focus on the rights of people accessing services.

The report considers:

- > Expanded opportunities to work more closely with a broader range of stakeholders
- > Values, behaviours and approaches of a collaborative workforce and collaborative organisations
- > Resources to better understand collaboration and support more formal partnerships

Key findings

1. The 'H'
2. F
3. P

1 – World Health Organisation (2010). Framework for action on interprofessional education and collaborative practice. <http://www.who.int/publications/m/item/framework-for-action-on-interprofessional-education-and-collaborative-practice>

He Ara Oranga

Report of the Government Inquiry into
Mental Health and Addiction

Why collaborate?

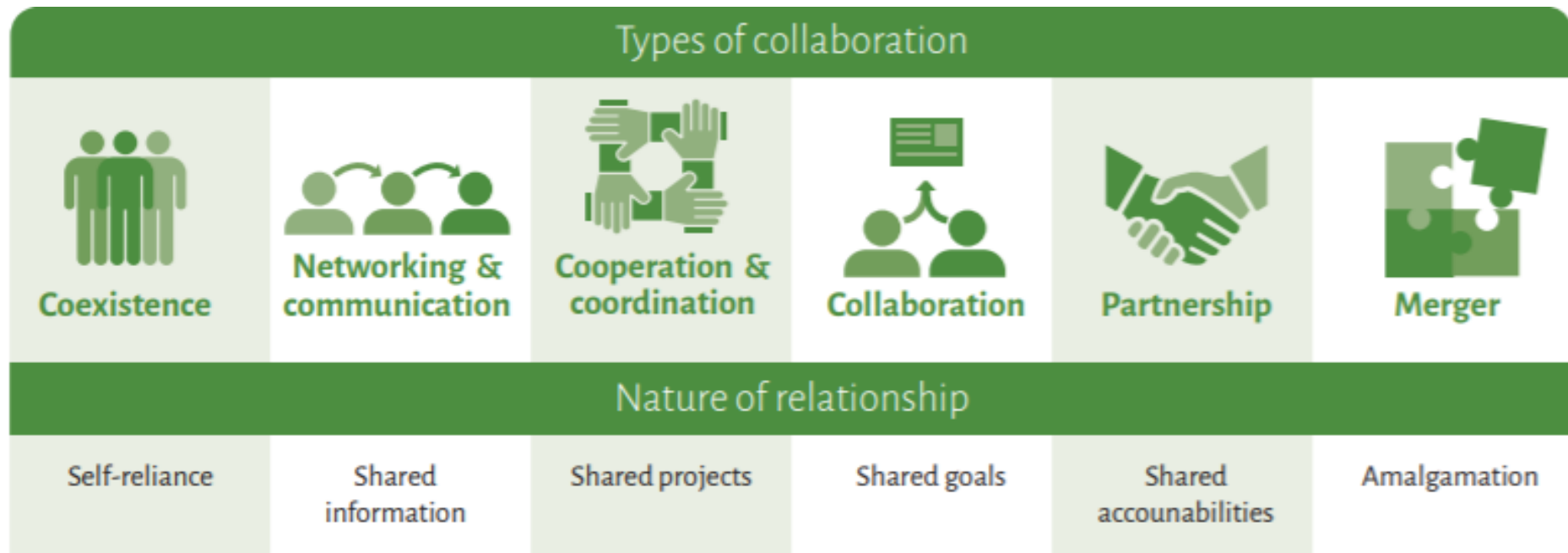
- Can't successfully achieve our goals on our own
- New ways of working are needed for innovation
- Broader perspectives & people - more customisation
- We need to be conscious, purposeful & goal driven

Defining what we mean

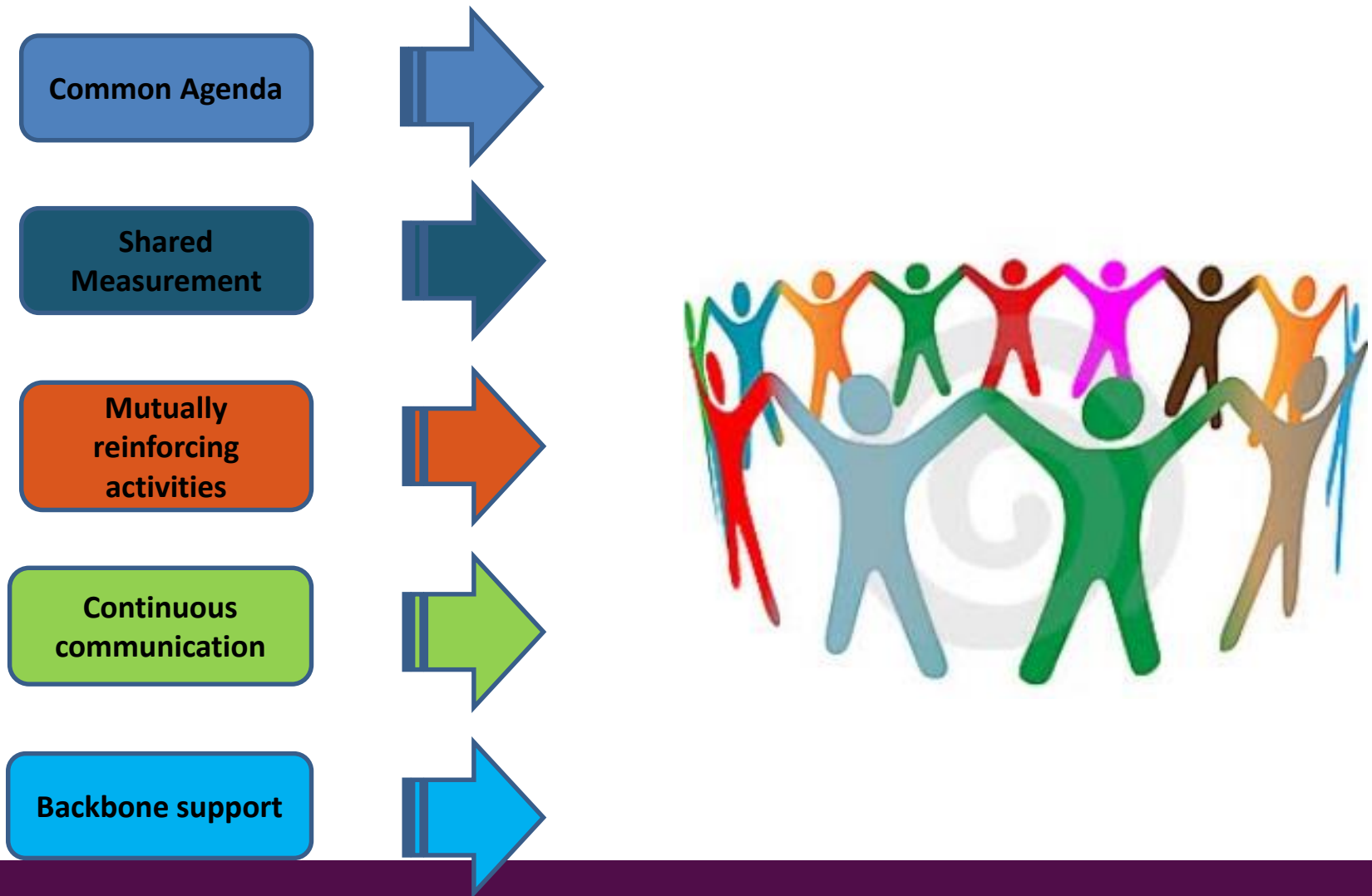
- Citizenship
- Co-design & co-production



Collaboration continuum



The Five Conditions of Collective Impact



He waka eke noa

A canoe that unites us in
purpose (come what may we
are all in it together)



Values

Collaborative workers are:

Humble, honest and kind

Committed to equity, openness, trust, respect and diversity

Committed to working with others for mutual benefit

Open to risk, innovation and change

Committed to enhancing people's rights

Behaviours

Collaborative workers are:

Able to connect with and work in partnership with people

Flexible and adaptable around:

- ▶ Making decisions
- ▶ Giving up autonomy
- ▶ Accommodating different points of view and ways of working
- ▶ Working in diverse community settings

Able to network and connect with colleagues within and across organisations

Able to communicate well

What are the values and approaches of a collaborative organisation?



Collaborative organisations have:

- Mutual respect for and understanding among partner organisations
- A commitment to innovation, divergent thinking, risk and change
- A reputation for honesty, trust and respect
- A culture of reflection and learning

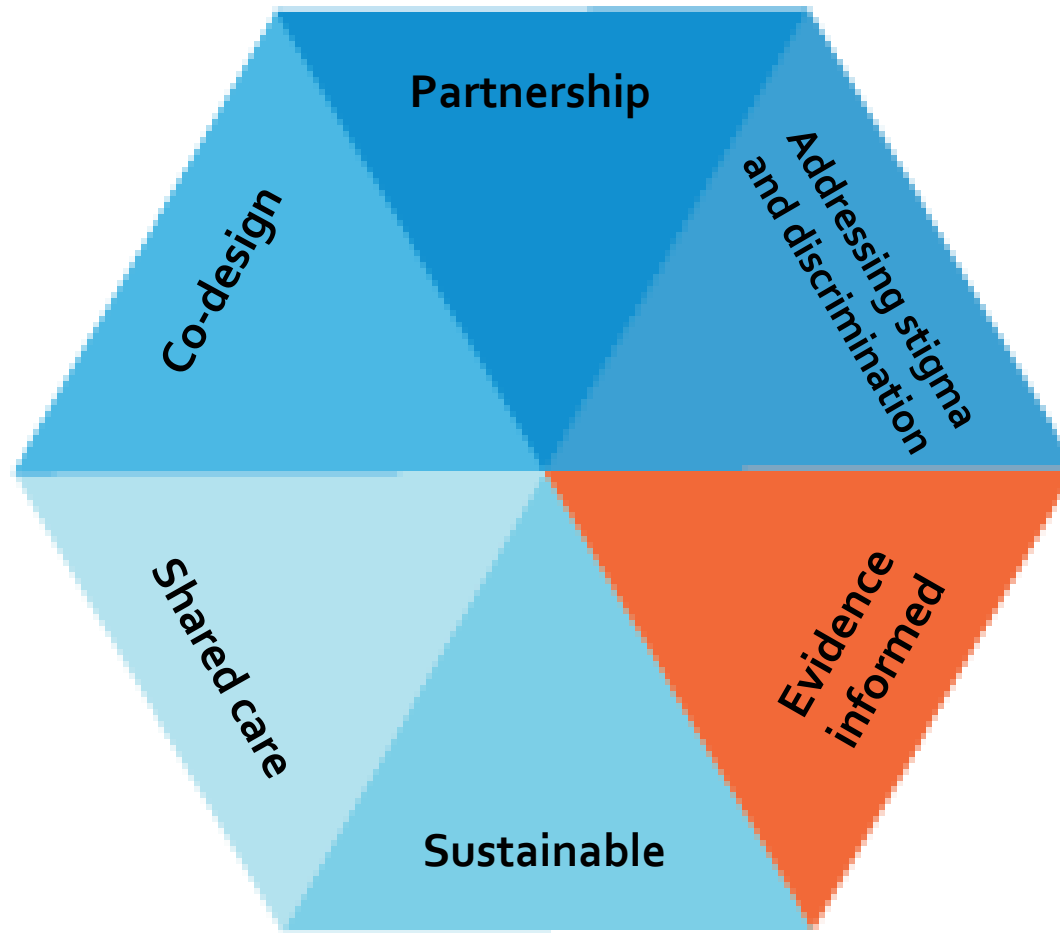


Kia kotahi te hoe

Paddle in unison



Equally Well NZ principles



The Drivers of Inequities

Health
systems

Workforce
issues

Exposure to
known risk
factors

Psychotropic
Medication

Socio-
economic
status

Adverse
childhood
experiences

Taking Action

Health Systems
Integrating
practice

Workforce Issues
Addressing
diagnostic
overshadowing

Exposure to known risk
factors
Supporting
healthy lifestyles

Psychotropic
Medication
Prescribing for
wellbeing

Socio-economic status
Supporting
employment
aspirations

Adverse Childhood
Experiences
Trauma
informed care

Task: Working together

- What's an Equally Well issue you are wanting to address?
- Who do you need - people/organisations/new players?
- What do you collectively want to achieve?
- How might you work together?



Task: Values for collaboration

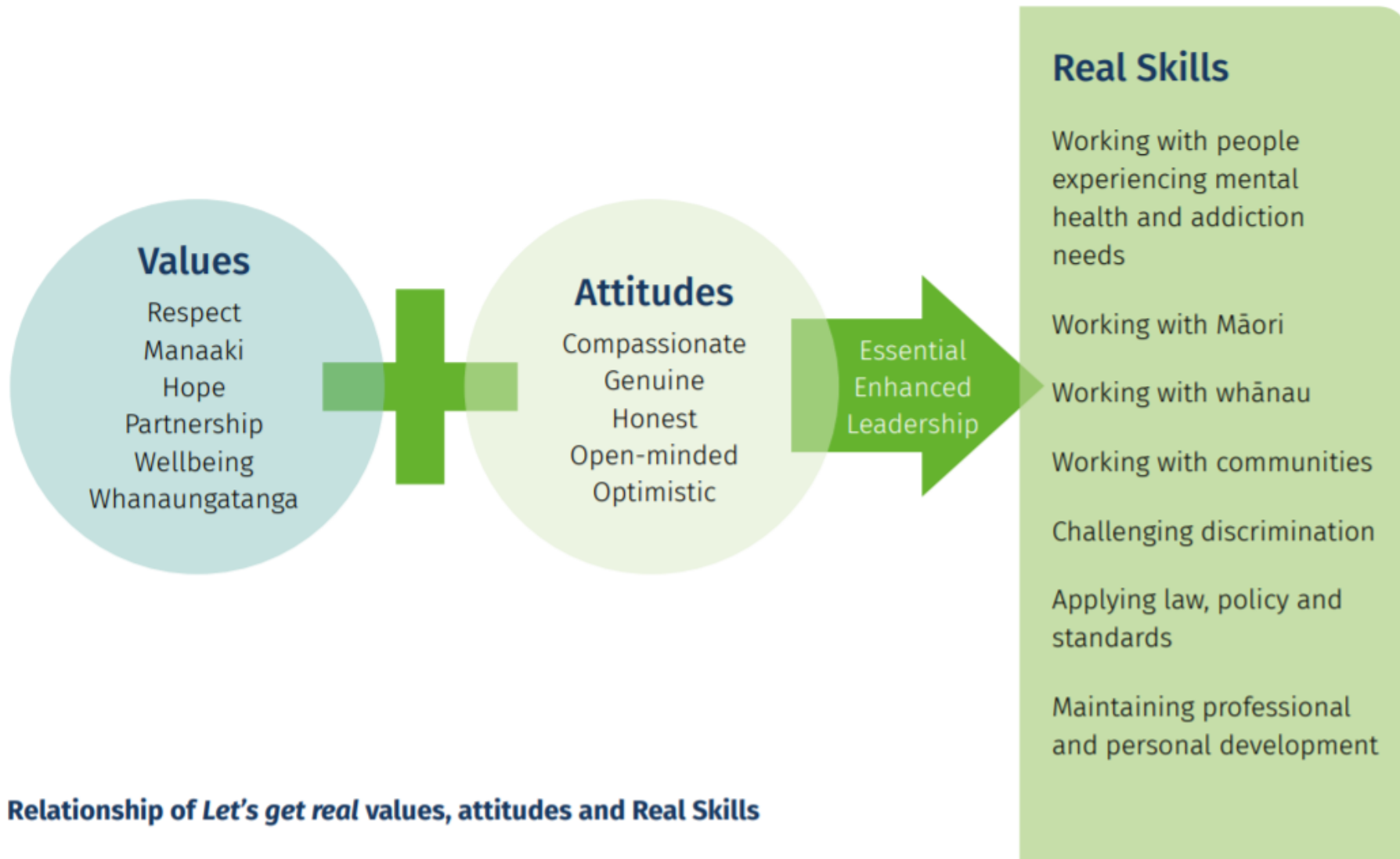
- What are the values that are important?
- How will these assist you?
- What might get in the way?
- What might you do about these?



Let's get real

- Values, attitudes, knowledge and skills for all health workers





Success of collaboration

Helps	Hinders
Start small	Too many meetings
Invest in relationships	Not enough output
Communicate well	No clear focus or common goal
Be purposeful about who you need to know	Inadequate resourcing or support
Collaborative leadership	Domination of one group, person
Culture to support collaboration	Historical conflict
Dedicated time/roles – champion, brokers	
Leverage resources	
Procedures to support collaboration	
Constantly assessing ability to partner	
Right people, right roles	
Commitment to build capability	

*Ehara taku toa i te toa
takitahi engari he toa
takitini*

My success is not of the individual
but of the collective



emma.wood@tepou.co.nz