

# Managing International Partnerships

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One of the major challenges faced by desk-officers that work in the field of development is to maintain an excellent relationship with their partner organisations in the South. They must do this without regular face-to-face contact and take into account sometimes substantial differences of interests and concerns. Misunderstandings and unintended irritations can damage an international partnership severely. This course will enable you to critically reflect on your overseas relationships and the role you yourself play in achieving successful partnerships.

## COURSE CONTENTS

In managing international partnerships, there are fundamental dilemma's to which one must respond. The challenge facing us in international partnerships is to ensure that real synergy takes place between partners in the North and the South and between the different actors in the South among themselves.

## PARTICIPANTS

Managers, desk officers and others in North and South who work on international partnerships on a day to day basis. The cases will mainly focus on the role of desk officers in a funding organisation in the North and the role of the recipient organisation in the South, mainly the manager.

## COURSE OBJECTIVES

You will gain insight in how your way of working affects the problems that you meet, and ways to improve your way of working. You will also have ideas on how to create learning relationships with partners overseas. You will experience how you can communicate difficult issues to tackle misunderstandings and unintended irritations.

The course deals with common dilemmas and issues faced in international partnerships. These dilemmas cover a wide range of topics, including financial accountability, formal or informal agreements, individual or multiple partnerships, exchange of learning events, varying value systems, differences in the organisational environment, hierarchical differences, mutual benefits of collaboration.

## TRAINING METHOD

The course offers practical, hands on experience and reflection with a mix of working methods in a stimulating environment. Specific interests and needs of participants are inventorised at the start of the course and will be given a place in the programme where possible. There are opportunities for practical exercises, simulations and role plays, with individual and group feedback and reflection. Video is used where relevant to offer a mirror for such reflection.



This course is designed and conducted in association with Bureau Frank Little.



MIP

6-14

3 days

EN

€ 1,200

excluded in fee

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Our world is about people

## MIP - COURSE OUTLINE

Subject	Working Method
<b>Day 1</b> <ul style="list-style-type: none"> <li>• Arrivals Introduction</li> <li>• Getting to know each other</li> <li>• Systems thinking</li> <li>• Connecting culture to mental models</li> <li>• Mental models</li> <li>• Conflicting value systems</li> </ul>	<ul style="list-style-type: none"> <li>• Critical incidents (high impact/confrontation)</li> <li>• Syndicate: working on some own cases</li> <li>• Talk</li> <li>• Syndicate work: dialogue instead of discussion</li> <li>• Individual reflection</li> </ul>
<b>Day 2</b> <ul style="list-style-type: none"> <li>• Mutual influencing in organisations</li> <li>• Differences in hierarchy and status of parties involved</li> <li>• Managing divergent expectations</li> <li>• Managing the feedback in the organisations of different parties involved</li> <li>• Result based agreements</li> <li>• Feedback systems</li> <li>• Reporting and monitoring</li> </ul>	<ul style="list-style-type: none"> <li>• Questionnaire</li> <li>• Own case work</li> <li>• Role play</li> <li>• Syndicate work-analysis</li> <li>• Syndicate work</li> </ul>
<b>Day 3</b> <ul style="list-style-type: none"> <li>• Consensus and conflict</li> <li>• Negotiation agreements</li> <li>• Virtual teamwork</li> <li>• Personal Development Plan</li> <li>• Evaluation and leaving</li> </ul>	<ul style="list-style-type: none"> <li>• Talk</li> <li>• Simulation</li> <li>• Individual reflection</li> </ul>

28 - 30 November 2005 / 7 - 9 June 2006 / 29 November - 1 December 2006