

Group 1

- Discussion in the group showed that there was a wide variety of experiences in partnership – from those with little experience to those with a lot.
 - We felt that the discussions in the webinar were still quite general and there was appetite for **practical tools**.
 - The key area we wanted to explore was **‘power dynamics.’**
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Why 'Power Dynamics'?

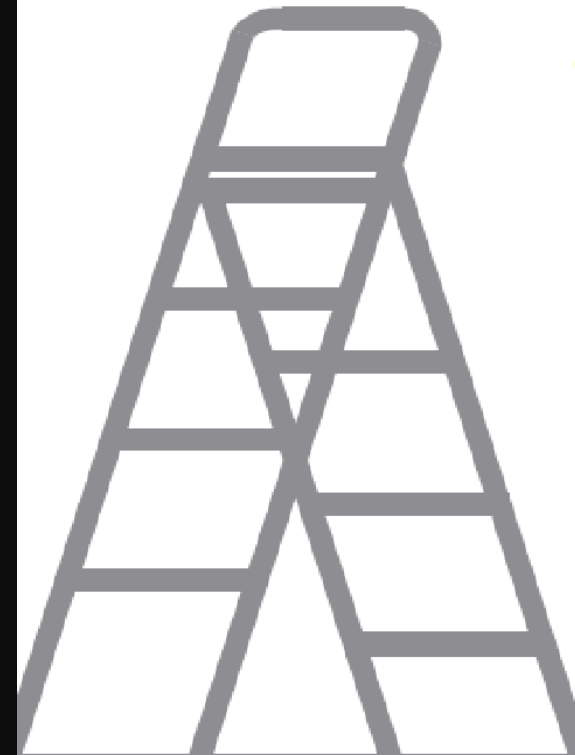
- It was something that all of us felt challenges faced within the partnerships of individual team members
- It's often quite invisible and hard to assess.
- Very hard to talk about – maybe a tool can break the ice?
- Hard to analyse and even difficult to describe.
- Useful tool to implement and use day to day
- Help address challenges faced within the partnerships of individual team members

Group dynamics – a reflection

- We had low participation in the group, were we in a permanent 'groan zone'?
- We agreed that the two most active members of the group would develop the presentation & present it.
- Others would be consulted, and the rest would be informed, and given a chance to input in writing.

Please note: Diagram 1 is from 'The Power Awareness Tool' is published by The Spindle, the innovation platform of Partos. This was published by The Spindle in February 2020.

Diagram 1. *Ladder of participation in decision-making*



- 4 Deciding:** partner makes the final decision
 - 3 Partnership:** partner co-decides
 - 2 Consulting:** partner is consulted before a decision is made
 - 1 Informing:** partner is informed about decision-making, but has no say
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- 0 Exclusion:** Partner is not informed in the decision-making

The tool

[\(link to the tool\)](#)

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Power analysis framework							
Key decision-making topics	Level of participation						
	Partner A	Partner B	Partner C	Partner D	Partner E	Partner F	Partner G
Step 1. Insert key decision-making topics that are relevant for your partnership here. Examples of important decision-making topics can be found in Annex 1.	Step 2. In these columns score the level of participation for each partner						
	4 Partner decides						
	3 Partner co-decides						
	2 Partner is consulted before a decision is made						
1 Partner is informed about decision-making							
0 Partner is not involved in decision-making							
Scoping and building							
1							
2							
3							
Etc.							
Managing and maintaining							
1							
2							
3							
Etc.							
Revisiting and revising							
1							
2							
3							
Etc.							
Sustaining outcomes							
1							
2							