



A Guide to Performance Partnerships



Performance
Partnerships
Produce

Measurable Results

Key Ingredients

- ❖ A clearly articulated vision
- ❖ Benchmarks that measure progress toward that vision
- ❖ Driven by demand
- ❖ Committed, energetic partners organized without regard for traditional hierarchy

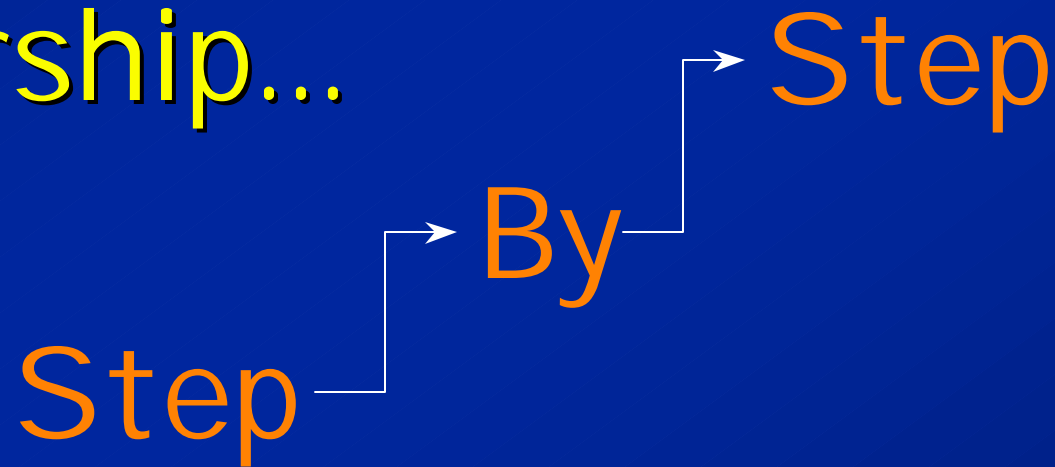


Key Ingredients

❖ A clearly articulated vision



Creating a Performance Partnership...





Step #1

- ❖ Find a specific measurable outcome upon which there is complete agreement. (We call this the "what.") Set aggressive but realistic numeric targets.





Step #2

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- ❖ Convene the right partners to analyze the gap between where you currently are and where you want to be. This will expose perceived and real barriers.
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Step #3

- ❖ Various partners take ownership of the barriers and go to work on them. Be sure to allow room for multiple strategies (the “how”).
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Step #4

- ❖ Catalytic leaders keep partners moving toward the desired result and provide frequent measurement of progress for motivation and management.
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Step #5

- ❖ Bring in new partners as needed. Recruit people and organizations based on their desire to accomplish the result.





Step #6

- ❖ Minimize turf and control battles by refocusing partners on the desired result.
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Step #7

- ❖ Celebrate successes all along the way. Regroup if you're not successful.
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Transparent Accountability



What To Measure In A
Performance Partnership

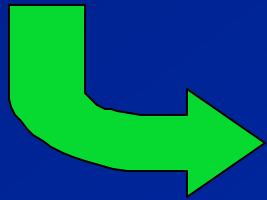
Transparent Accountability

- ❖ Select the ultimate outcome and get unanimity:

Reduce teen pregnancy rate
for girls under 17

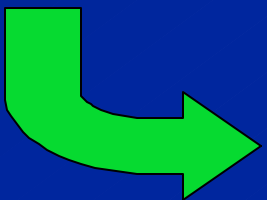
Choosing a Direction

❖ Where are we now?




24.7 pregnancies per 1,000
girls age 10-17

❖ Where do we want to be?



9.8 pregnancies per 1,000
girls age 10-17



How will we
know we're
getting there?





Interim measures,
easily accessible &
reported weekly!

Interim Measures

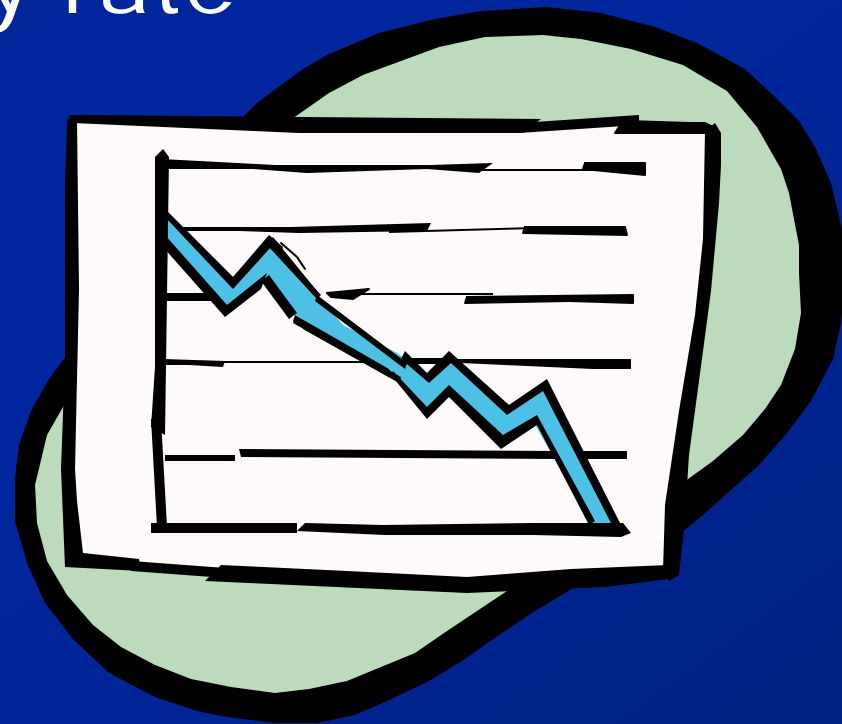
- ❖ School attendance for girls aged 12-18
- ❖ Number of contraceptive visits to family planning clinics by teens aged 12-17
- ❖ Number of teens participating in afterschool activities

Interim Measures

- ❖ Number of schools with comprehensive sex education curriculum
- ❖ Percentage of teens who wait 48 hours or less for their clinic appointment
- ❖ Number of teens on clinic waiting lists

Overarching Measure

❖ Teen pregnancy rate



Performance Partnerships



Lessons Learned



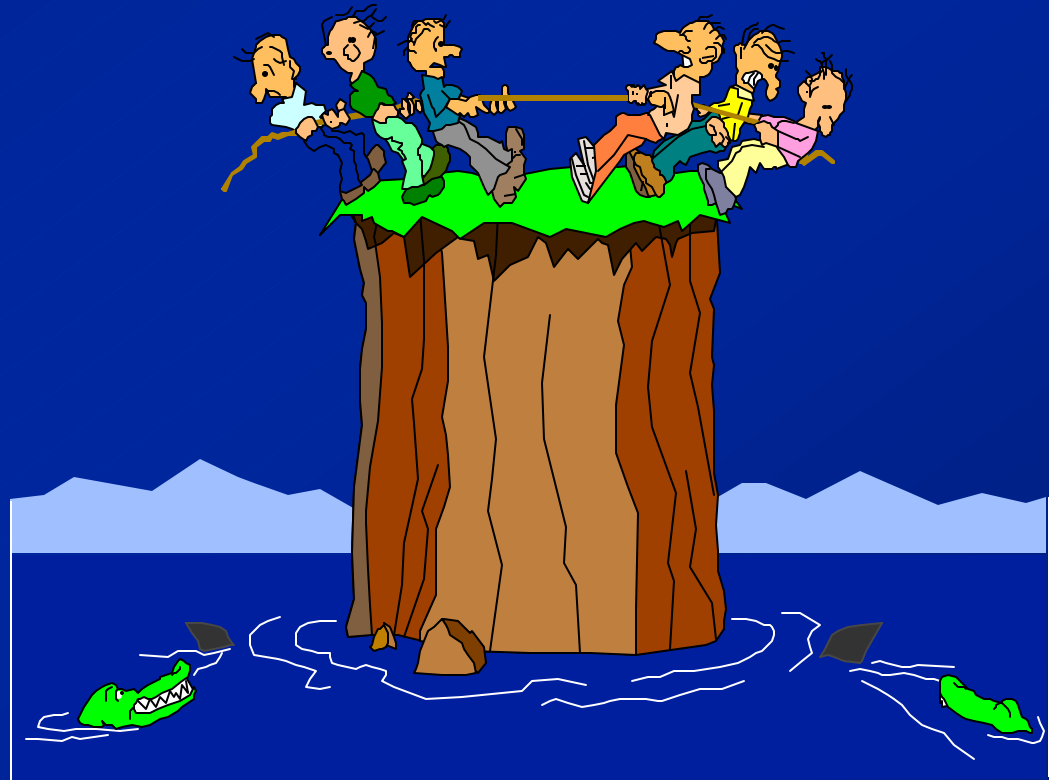
Performance Partnerships

- ❖ Use data as a tool for motivation and management.
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Performance Partnerships

- ❖ Circumvent hierarchy and turf.





Performance Partnerships

- ❖ Focus on measurable results tied to a vision.
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Performance Partnerships

- ❖ Draw from all sectors and all levels of government using an open door policy. Don't forget to include non-traditional partners.

Performance Partnerships

❖ Focus on better use of existing resources.

- ◆ people
- ◆ money
- ◆ time

Performance Partnerships

- ❖ Employ multiple strategies. Allow partners to “agree to disagree” on the strategy as long as they agree on the result.

Performance Partnerships

- ❖ Measure progress frequently.





Performance Partnerships

- ❖ Agree to flexibility in exchange for accountability.
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Performance Partnerships

- ❖ Generally, use an inductive approach rather than a deductive approach--just get started!

Performance Partnerships

❖ Tolerate ~~messy messyn~~ messiness
and a symMeTRy.



Performance Partnerships

❖ Encourage self-organizing efforts.



Performance Partnerships

- ❖ Reward progress, but remember rewards don't have to be financial.
- ❖ They can include lots of positive attention, flexibility, increased trust and other non-traditional benefits.



Performance Partnerships

- ❖ De-emphasize programs.
Emphasize partnerships and cross-sector initiatives.
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