

Competing for Aboriginal Talent

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a relationship formed with one or more parties which essentially involves doing something together based on complementary objectives

Top 10 List

**Achieving
Successful Partnerships**

All partners need to see a benefit in order for the partnership to work—have a common interest and focus.

There needs to be a mutual decision making process—partners need to be required, not just entitled, to have input. (usually conducted through a project steering committee/stakeholder group)

Anticipate and acknowledge stresses of partnership—that like any relationship is based on TRUST and RESPECT.

Negotiate resolutions/solutions. Be willing to make concessions and recognize that consensus is not the same as unanimity.

Respect individual institutional/organizational barriers. We all work within some form of parameters/policies.

Adapt and be flexible to change.

**Identify as well as engage stakeholders;
including your existing workforce—educate
them on why these types of initiatives and
partnerships are important.**

Identify what are the results that can be expected and agree to the criteria that will be used to assess or measure success.

Proper planning before/during and after—plan for an innovative and comprehensive approach to employment development relying on the combined strength of the partners—utilize this experience to its fullest.

Open communication through all stages and phases of development and implementation is imperative.