

UVIC COMPETENCY RESOURCE GUIDE



WORK TOGETHER / ĆĀNEUEL OL

DEVELOP PARTNERSHIPS

I identify ways to promote collaboration, partnership and cross-organizational activities that share knowledge and pool resources to get things done. I openly share my resources and trust others to do the same, so we can create aligned, connected and integrated solutions to common issues and opportunities.

WHY IS THIS IMPORTANT?

UVic's ambitious goals and planning processes require us to think differently about how we collaborate by reaching across perceived silos or boundaries to seek out new partnerships and build relationships within and outside of the university. Together we can expand our options by sharing and aligning our resources to create new possibilities.

HOW COULD THIS BE DEMONSTRATED?

- Reaching out across unit, department or university boundaries to connect with others
- Offering knowledge and sharing information freely
- Seeking out others on campus or externally who have common goals to explore ways to share resources
- Initiating cross-organizational projects or programs
- Expanding stakeholder consultation processes
- Seeking opportunities to build relationships beyond your immediate network

SAMPLE COACHING, REFLECTION OR INTERVIEW QUESTIONS

- Who else is interested in or affected by your work?
- What various roles or interests do you represent when speaking to others on campus or in the community? How do these influence how you engage with people?
- Think about the connections you have on campus. Would any of these people benefit from meeting each other? Can you make connections for them?
- Think about a time when you worked with someone from another department or organization. What made that relationship successful? What was challenging? What was the impact of that partnership?
- Think of a unit/department/organization you would like to work with more closely. How could you initiate a deeper connection? What are their needs or goals? How could these align with your goals? Where might you need to be flexible with your objectives?
- How are you influencing change in your current role? Who else do you need to include in order to make this change work? How could you go beyond your existing network to canvas a wider audience?

WORK TOGETHER / ĆĀNEUEL OL

UVIC COMPETENCY RESOURCE GUIDE



DEVELOP PARTNERSHIPS (*Continued*)

SUGGESTED SKILLS TO DEVELOP

- Influencing
- Networking
- Innovation
- Presenting
- Writing
- Active listening

LEARNING OPPORTUNITIES

- Attend a course or workshop open to employees (e.g. those listed on HR's learning and development web page), access an online learning library or engage in self-directed learning
- Attend or host a departmental open house or event to learn and share
- Look for ways to interact with people outside your immediate work unit
- Take the time to meet face to face with people across campus rather than using email
- Review and discuss various strategic documents pertaining to partnership development such as the Strategic Research Plan and International Plan
- Attend or volunteer with a UVic event or program (e.g. Connect U, IdeaFest, International Education Week, Vikes game, musical or theatre performance, campus tour, etc.) to meet people from other areas of campus
- Engage in the Campus and/or President's updates by attending, watching the recorded video or asking someone who attended to share their perspective

Refer to the [Competency Resource Guide Index](#) for links to these and other UVic documents, activities, and opportunities