





## Enhancing Local Government Collaboration

Ministry of Community, Sport and Cultural Development  
Regional District CEO/CAO Forum - March 2014




### Session Outline

- Project Background
- Strategies for 'getting ahead of conflict' and enhancing collaboration
- Wrap up



### Project Background

- Q: what else is needed to help build conflict resolution capacity of the system?
- A: learning what others were doing to *proactively* address and work through conflict




### Getting Ahead of Conflict

Purpose:

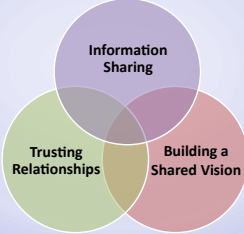
- identify the skills, tools and processes people are using to *proactively* address and work through conflict

Approach:

- group discussions with RD Chairs and CAOs; one-on-one follow up interviews



### Key Themes




### Information Sharing

- **What we heard:**
  - early and ongoing communication & information sharing
  - opportunity to discuss complex issues
  - access to history on previous decisions





**Information Sharing**

- **Some key strategies used:**
  - regular meetings for RD and municipal CAOs
  - information sharing sessions
  - detailed record keeping


Information Sharing



**Trusting Relationships**

- **What we heard:**
  - build informal relationships
  - foster respectful working relationships
  - opportunity for all views to be heard


Trusting Relationships



**Trusting Relationships**

- **Some key strategies used:**
  - getting out of the board room
  - clarify expectations; codes of conduct
  - no-rebuttal round tables


Trusting Relationships



**Building a Shared Vision**

- **What we heard:**
  - building a shared vision & getting 'buy in'
  - build on common interests
  - strong leadership is key


Building a Shared Vision



**Building a Shared Vision**

- **Some key strategies used:**
  - strategic planning
  - 'quick wins'
  - strong Chair-CAO working relationship

Building a Shared Vision



**Wrap up**

- Conflict is normal - *getting ahead of it is key*
- You are the experts - *many strategies and ideas out there*
- Effort needed: *takes time and energy but benefits are less conflict and improved collaboration...worth the effort ☺*



**BRITISH COLUMBIA**

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