



Partnership Development Model

This adaptation of Tuckerman's Model of Group Development is best fit to serve the purpose of understanding how to navigate partnerships according to the C2L PHL necessities. The process of growing a partnership is developed in the four stages: Forming, Storming, Norming and Performing.



Forming Coming together of partners	Storming Organizing tasks and discussing conflicts	Norming Developing cohesion and creating new ways of working together	Performing Establishing true interdependence to meet the needs of partners and goals
Observable Behaviors <ul style="list-style-type: none">• Politeness• Attempts to define tasks, processes• Discussion of problems not related to the partnership	Observable Behaviors <ul style="list-style-type: none">• Differences in points of view and professional style• Power struggles• Lack of progress• Unrealistic goals	Observable Behaviors <ul style="list-style-type: none">• Focus and energy on tasks• Balanced influence• Partnership routines• Sets and achieves tasks milestones	Observable Behaviors <ul style="list-style-type: none">• Clear roles• Better understanding of partners strength, weaknesses and insight into group processes• Fully functioning team
Partners Need Operational guidelines Effective meetings Partnership Expectations	Partners Need Effective listening Conflict resolution Feedback	Partners Need Decision making process Utilize resources Offer ideas and suggestions	Partners Need Maintain flexibility Giving and receiving Measure knowledge performance