The Central Goldfields...
Our story...

2009... The ‘story”

• 79th of 79 shires in Victoria
• 60% children starting school require SP
• Highest CP reporting, re-reporting and out of home care in the region
• High levels youth unemployment
• Lowest levels post secondary qualifications in state

• Despite significant resourcing in the shire, nothing was changing

• The stats of the shire was the story of the shire.
The Five Conditions of Collective Impact

<table>
<thead>
<tr>
<th>Condition</th>
<th>Description</th>
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<tbody>
<tr>
<td>Common Agenda</td>
<td>All participants have a shared vision for change including a common understanding of the problem and a joint approach to solving it through agreed upon actions</td>
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<tr>
<td>Shared Measurement</td>
<td>Collecting data and measuring results consistently across all participants ensures efforts remain aligned and participants hold each other accountable</td>
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<tr>
<td>Mutually Reinforcing Activities</td>
<td>Participant activities must be differentiated while still being coordinated through a mutually reinforcing plan of action</td>
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<tr>
<td>Continuous Communication</td>
<td>Consistent and open communication is needed across the many players to build trust, assure mutual objectives, and appreciate common motivation</td>
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<tr>
<td>Backbone Support</td>
<td>Creating and managing collective impact requires a dedicated staff and a specific set of skills to serve as the backbone for the entire initiative and coordinate participating organizations and agencies</td>
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Source: FSG
How we work together...

We are:

• Working together to challenge and change existing systems to build socially and economically independent citizens.

• Helping people think deeply and differently to improve the lives of children, youth and families.

• Maximising the benefits of working together.

• Being within the community for the long-term.

• Challenging ourselves and learning dynamically from the work.

• Being accountable to each other and the community.

• Involving community members in creating and deciding.

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aspiring and achieving
Building the common agenda...our community aspiring, achieving and living a full life.
What we have done...

Community
- Talk, talk, talk
- Listen, listen, listen
- Develop understanding at deep level
- Consult
- Increased awareness
- Capacity building
- Provided Opportunity

Service System
- Increased awareness
- Capacity building
- Myth busting
- Built relationships
- Built-in opportunity to work together
- Workshopped how to embed into practice
- Reinforced bravery
Lessons learned along the way...

Learn to sit with uncertainty

- Social change is not achieved through linear methods
  - We developed, articulated & mapped out neat strategies
  - We developed plans
  - And then we started to really learn...

Be curious and open

- Gain a deep understanding of the community story
- Asking the ‘right’ questions takes time
- LISTEN
- Take risks
  - Park our professional arrogance – we are not here to ‘fix’ anything alone
  - Get enough people rowing the same direction
Bumps along the journey

• Enemies of collaboration
  • Competition for resources
  • lack of commitment
  • not being prepared to talk openly about the issue
  • Limited skills and experience at collaboration
  • Relationships take time
  • Personal fears, concerns, lack of confidence

These will always be there and they need to be managed.

• Meaningful social change takes consistent resourcing over an extended period.
• Time-lines/milestones: “to go fast is to go slow”.

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