

# Partnership Brokers Association Accreditation Programme

## Partnership Brokers Training Level 2

A 4-month distance-learning course for graduates of the Partnership Brokers Training who want to gain a professional qualification as a partnership broker.



Drawings courtesy of Maria Hayes

This is an assessed course and upon successful completion, graduates will become **members of the internationally recognised Partnership Brokers Accreditation Programme**. This course is designed to enable:

- Individuals, organisations and partnerships become more **'fit for purpose'** so that their partnering will be more efficient, innovative and impactful.
- Candidates to **apply the approaches, tools and skills** presented / experienced in the Partnership Brokers Training with the benefit of mentoring and professional development support.
- Candidates to **reflect on their brokering strategies and interventions** to become more self-aware and more confident in exercising the many skills required in effective partnership brokering.



## Course structure

**Month 1:** An introductory module that encourages candidates to: explore the value of reflective practice; prepare an ambitious yet realistic action plan and explore potential brokering opportunities to enable them to try new things.

**Months 2-4:** A 3-month period of professional practice, where participants record their strategies, activities, outcomes and lessons in a log book, supported by feedback and questions from their mentor.

**Month 4:** Submission of the log book and a final paper.

**Examination** of submitted work first by the mentor and then an external examiner.

**Award of accreditation** to those whose work reaches the required standard.

## Mentors

Each candidate is assigned to a mentor who will provide learning support during 3 months of the course. Mentors are **accredited and experienced partnership brokers** from a variety of sectors and contexts. Once an application has been accepted, the candidate will be matched with a mentor we believe will be suitable for their needs. We match mentors to candidates based on reports from the trainers who worked with the candidate on the Partnership Brokers Training and information provided in the application. Since mentors and participants come from all over the world, the mentoring is undertaken through a mix of email, and skype / phone calls.

*"I used the programme to build on my previous professional experience, and built a whole new specialization and set of tools and techniques. My mentor really asked me challenging questions, and helped me to reflect on my own performance and partner reactions. I was pushed to think about my frames of reference and to work intellectually through my emotional responses to the work. It set me up to work as a partnership broker."*

*"Planning, meeting, reflecting, brokering, more reflecting, and writing my log book has now become a routine. Having an external mentor was a unique experience that I've enjoyed. I have definitely matured as a professional as a result of the interaction."*

Mentors are not consultants - they are there to help their mentees to work out their own solutions by challenging their thinking and practice and by prompting them to try new approaches, to reflect on results and to expand their thinking and practice by accessing new materials.

*"Prior to the training I had been trying to broker a strategic partnership for nearly two years... During my professional practice period, I employed the concepts and tools of partnership brokering... and within weeks the partnership arrangement was formalised."*

## Accreditation

The Partnership Brokers Association Accreditation Programme was established in 2003 by the UK's Overseas Development Institute and the International Business Leaders Forum. It is now managed and validated by the Partnership Brokers Association. It is designed to promote integrity and ethics in this new profession of partnership brokering by a formal assessment process that ensures those who qualify meet high professional standards. Those who meet the criteria and are offered accreditation are required to sign up to a number of principles (see below) prior to the award being confirmed. Accreditation is withdrawn should it become clear that an accredited person has breached these principles.

### Partnership Brokering Good Practice Principles

1. **Keeping up to date** with new developments in the theory and practice of brokering multi-stakeholder partnerships.
2. **Being reflective** and striving for diversity, equity, openness, mutual benefit and courageous practice when operating in a partnership brokering role.
3. **Being prepared to challenge** assumptions and poor partnering behaviour at any stage of the partnering cycle in ways most likely to bring about constructive change.
4. **Taking every opportunity** to build partnering and partnership brokering capacity in others.
5. **Sharing knowledge generously** and not holding on to knowledge for personal aggrandizement or gain.
6. **Exploring any available alternative approaches** before promoting a partnering process, in a commitment to achieving the best possible outcomes.
7. **Being open about risks** and seeking prior endorsement of those most likely to be affected by them before taking actions that might entail such risks.
8. **Being an ethical and responsible practitioner** by raising concerns about the partnership or the actions of individual partners.
9. **Acknowledging competence limitations** and being open to requesting assistance from others who will bring complementary skills or different approaches to the task.
10. **Being willing to let go** and hand over the partnership brokering role when the time is right.

### Who is eligible to apply?

This course is open to anyone who has completed the 4-day Partnership Brokers Training satisfactorily within the past 3 years. This means that their trainer(s) confirm

that the individual has demonstrated appropriate levels of skill, experience and professional commitment to have a good likelihood of succeeding in becoming accredited. Applicants should also be able to demonstrate that they:

- Are actively **engaged with partnering activities** on behalf of their organisation (as internal brokers) or evidence of on-going / planned work with partnership clients (as external brokers).
- Have the capacity and inclination to be **self-critical and courageous** in pushing the boundaries of their brokering practice and their opportunities for learning.
- Have regular **access to information technology** that will support distance learning (e. g. internet, email, skype and / or phone).

## Why should you consider doing this course?

This course is designed to **help partnership brokers fulfil their role more effectively** by deepening their understanding of themselves in the role of partnership broker, taking advantage of mentoring from an experienced practitioner, building competence and confidence, and by exploring how best to understand and articulate the brokering role to a range of interested parties (line managers, partners, donors, other stakeholders).

## Course fee and application

The Partnership Brokers Training Accreditation Programme **fee is GBP 1300** (one thousand three hundred British Pounds; VAT not applicable). The fee includes all tuition and examination fees, background reading materials and course guidelines as well as all training materials. The fee does not include possible chargeable telephone calls or bank, PayPal or credit card charges.

To apply, please **download and complete the application form** and return it to **level2@partnershipbrokers.org**.

## Accreditation

Those who complete the course successfully are offered accreditation and are eligible to use the **Accredited Partnership Brokers logo** with their credentials. They also become part of the **PBA Community of Accredited Partnership Brokers**.



Visit **[www.partnershipbrokers.org](http://www.partnershipbrokers.org)** and tweet about your partnership brokering experiences **@PBA\_Brokers**.