



PARTNERSHIP
BROKERS ASSOCIATION

Tailored Accreditation Pathway



WHAT IS THE TAILORED ACCREDITATION PATHWAY?

This pathway is designed for those who:

- have rich experience and are actively operating in a partnership brokering role, for instance, within a community or at a programmatic, institutional or systemic level or
- have a strong track record of partnership brokering, but are at a professional transition point and not currently operating as a Partnership Broker.

Who is it for?

We welcome applicants working in diverse contexts and different types of partnerships, and encourage anyone interested to get in touch with the Accreditation team before applying. The Accreditation Lead, or someone nominated by them, will be glad to have an on-line meeting to discuss if/how this pathway might fit individual circumstances and needs. If appropriate, they will also go through the various design options available on this pathway to ensure that it would be possible to make an appropriate and affordable programme for each applicant. This is what we mean by a 'tailored' pathway.

Expressions of interest

Examples of applicants who have successfully completed the Tailored Accreditation Pathway:

- A staff member of a small community-based organization who was keen to build confidence and a level of authority as part of their commitment to challenging poor partnering practices from both partners and donors
- An external partnership broker with a strong track record who was keen to have a professional qualification in order to have more 'gravitas' in promoting principled partnering approaches in their international partnership work
- A well-established partnership broker on maternity leave who wished to use the time for some retrospective reflection on her many partnering and partnership brokering roles in anticipation of her return to work

Graduates who have achieved Accreditation via the Tailored Pathway have come from many different countries including: Australia, Fiji, India, Indonesia, Kenya, Netherlands, New Zealand, Romania, Uganda, United Kingdom and Zambia.



The Accreditation Programme has four strong features:

- A programme that is **responsive to your specific context** and professional priorities.
- An emphasis on becoming a more **reflective practitioner** in order to de-layer your partnership brokering experiences and to give yourself space for insights to emerge.
- Being accompanied by an assigned **mentor** on your Accreditation journey – selected for you from a pool of 50+ highly experienced partnership brokers from across the globe. Your mentor will support you as you take increasingly brave steps in challenging poor partnership practice and helping partners to push boundaries.
- A comprehensive and rigorous assessment process overseen by the PBA's **Accreditation Panel**, to ensure that every decision to award Accreditation (or not) is fully considered, appropriate and fair.

Four features of the Accreditation Programme

Gaining accreditation enables you to join a worldwide group of experienced partnership brokers who recognise that, whilst every context is unique, there are universal principles and approaches that underpin collaborative activities that are genuinely inclusive and mutually beneficial.

Accreditation gives you the courage and confidence to work with a greater degree of impact and influence.

As an Accredited Partnership Broker you are able to:

- Join the **Community of Practice for Accredited Partnership Brokers**
- Become a **PBA Associate** – which entitles you to help shape and build the organisation and to be eligible to apply to become an authorised PBA trainer, mentor or service provider.
- Put APB (short for 'Accredited Partnership Broker') as a post-nominal after your name.
- Put this logo in your CV or email signature alongside any other professional credentials:



To qualify, successful applicants will need to have successfully completed the PBA's:

- **Bridging Course** or
- **Advanced Practice Training**.

Criteria for acceptance



KEY FEATURES OF THIS PATHWAY

- The completion of a **Skills & Approaches Self-Audit** prior to starting your relationship with your mentor – informed by a slide pack suggesting ways of thinking about the skills, attitudes and mind-sets a partnership broker may need to be effective.
- A **1-2-1 online working relationship with an experienced mentor** - PBA's pool of authorised mentors are all Accredited Partnership Brokers (APBs).
- A **mentoring period** (for a length of time to be agreed) – offering the opportunity to systematically reflect on day-to-day practice and to identify and test out some new approaches to partnership brokering challenges.

EITHER

- The compilation of a **Log Book** (using whatever format works well for the mentee) in which reflections on their partnership brokering activities are systematically explored and recorded – followed by a 'mini project' that gives the mentee an opportunity to focus on a specific topic of interest.

OR

- The compilation of an **Accreditation Project** (rooted in practice and partnership brokering experience rather than a more formal 'academic' piece) where the mentee will select a specific issue to explore at depth with the aim of making an original contribution to the partnership brokering paradigm – followed by a brief 'reflective paper' that provides an opportunity to deepen insights into their day-to-day practice.

The programme concludes with an **online meeting** between the mentee, the mentor and the PBA-nominated examiner – designed to be a conversation between fellow partnership brokers that will provide an opportunity for further reflection and feedback and close the Accreditation journey.

Additional features:

The tailored pathway, as its name suggests, offers a highly personalised programme that will be co-created by the mentor and mentee in consultation with the Accreditation Lead, if necessary. Additional features that may be available to small groups of mentees on this pathway include:

- More formal inputs and discussion on specific topics – for example: Principled and courageous practice; Understanding group processes; Giving and receiving feedback; Leadership, collaboration and activism.
- Peer group problem-solving sessions with others who are from the same region or operating in a similar context.
- Group mentored sessions with others from across the globe to widen horizons and expand insights that may have an impact on day-to-day practice.



Timing

This pathway is intended for people with very different experiences, priorities and preferred ways of working. Experience to date suggests that it is important to be highly flexible in terms of the duration of the programme. In the light of this, once the mentor and mentee have agreed the programme of work, they will also agree a timeframe which could be any time between ten weeks and ten months.

PBA is a not-for-profit organisation that is committed to making our programmes accessible and affordable. This means that we operate on a cost-recovery basis. Our Accreditation fees are based on actual costs or, where indicated, involve a level of internal cross-subsidy to enable those on lower incomes or from lower income contexts to be able to pursue Accreditation.

Costs

In offering the sliding scale below, PBA relies on applicants making an honest appraisal of what they / their organisations can afford and, wherever possible, making a higher level payment to enable others to undertake Accreditation.

Sliding scale for the TAILORED ACCREDITATION PATHWAY:



A fee at any level below £1,300 will be considered on a case-by-case basis.

As mentioned above, we are committed to enabling all those suitable for this programme to take it, regardless of their financial limitations.

Note: Fees are presented in GB£s but other currencies can be accepted. Payment can be paid by bank transfer or credit card and, if necessary, payment can be made in instalments as long as 50% is received before the start of the course.



At the end of their Accreditation pathway, the mentee is assessed on: their submissions (Self audit, Log book, Project etc.), the final zoom conversation, the mentor's initial write-up, and the examiner's report. The final decision about whether or not to award Accreditation lies with the Accreditation Lead or the Chair of the Accreditation Panel.

Assessment

The Accreditation Panel sets the standard for all aspects of the Accreditation programme as well as ensuring the different pathways are equally rigorous.

PBA'S 7 COMMITMENTS TO ETHICAL PARTNERSHIP BROKERING

All those who are recommended for Accreditation are required to accept and adhere to these 7 commitments. Those who fail to do so will have their Accreditation withdrawn.



If this pathway may be suitable for your needs you are welcome to apply.

If you would like to find out more or to set up a zoom meeting to discuss the programme in more detail please contact the Accreditation Coordinator:

accreditation@partnershipbrokers.org.

Find out more

www.partnershipbrokers.org

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