



## REFLECTING ON 20 YEARS OF PARTNERSHIP: A DISCUSSION GUIDE



The Labor Management Partnership's 20th anniversary offers a way to create and capture thoughtful discussion about what we've achieved over two decades, and where we need improvement. Our goal is to find out what we need to fix, grow or leave behind in the next 20 years.

We're asking that you use the following questions in your anniversary reflection sessions or celebrations this September or October. This will create a collective picture that we use to help us improve how partnership works. Instructions follow on how to hold the discussions and send the results to LMP leadership.



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## Suggestions for the reflection sessions:

Consider screening these two videos to start the discussion and set the right tone:

### 1. A Model for Today [ LENGTH: 2:36 MINUTES ]

Download at [LMPPartnership.org/videos/model-today](https://LMPPartnership.org/videos/model-today)

This video features Bernard Tyson and Liz Shuler, secretary-treasurer of the AFL-CIO. They reflect on the legacy of bringing labor and management together to produce results. We recommend downloading the video onto your laptop rather than streaming it from the web to avoid technical difficulties in your meeting room.

### 2. How Our Partnership Came to Be [ LENGTH: 10 MINUTES ]

Download at [LMPPartnership.org/videos/how-our-partnership-came-to-be](https://LMPPartnership.org/videos/how-our-partnership-came-to-be)

## Facilitator Discussion Guide

- » After viewing the videos, share your thoughts about partnership and the intent to hear individuals' experience.
- » Break into groups of 10 or less, with one person designated as a notetaker and one as a facilitator and timekeeper.
- » Allow five minutes for discussion of each question.
- » At the 15-minute mark, ask each group to report out its key findings.
- » Have a notetaker capture the responses in a Word document.
- » Let them know their information will be shared with LMP leadership, which will be reviewing the responses from around the regions and brainstorming solutions. The responses also will be used to inform articles posted on LMPPartnership.org and in *Hank* magazine.

## Questions to Ask

- » Question 1: What do you see as the top accomplishments of partnership?
- » Question 2: What are the greatest challenges partnership faces today?
- » Question 3: How might we address those challenges to strengthen partnership now and in the future?

## After the Breakouts:

- » Use this link ([www.surveymonkey.com/r/LMP20thAnniversary](https://www.surveymonkey.com/r/LMP20thAnniversary)) to enter the responses from your discussions.
- » Let participants know they can also answer individually to say more about their experience.
- » Some regions are providing refreshments and a chance to mingle after the discussion period. If you choose to do that, we've created a fun LMP Trivia PowerPoint deck that you may want to use. It's included in the toolkit.

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Thank you for making these discussions happen. They are enabling Kaiser Permanente and the Coalition of Kaiser Permanente Unions to gain a broad picture of how frontline workers, managers and physicians view the partnership, past and present.