

fome symposium 2024 - documentation

# Documentation: Role conflicts and power inequalities in partners relations

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## Media Assistance: Mind the Gap!

A critical review of common practices and strategies

30th September – 1st October 2024, Erich-Brost-Institute for International Journalism, Dortmund, Germany

Hosted and organised by:







# Reflecting partner relations in media development

Workshop on FoME Symposium, 30 Sep 2024



*Made for minds.*



# Roles in cooperation relationships

# Workshop participants

14 participants in total:

- 7 journalism educators from different African countries (invited by Erich-Brost-Institute)
- 7 representatives of different European media development organizations

Experience with partner relations in the context of media development:

Wide spectrum reaching from ample to none



# Which roles do you currently have towards partners?





# Empathy exercise: How do our partners see us?

Join the survey:

- Go to [menti.com](https://menti.com) and use code: **5366 1761**
- Or scan QR code



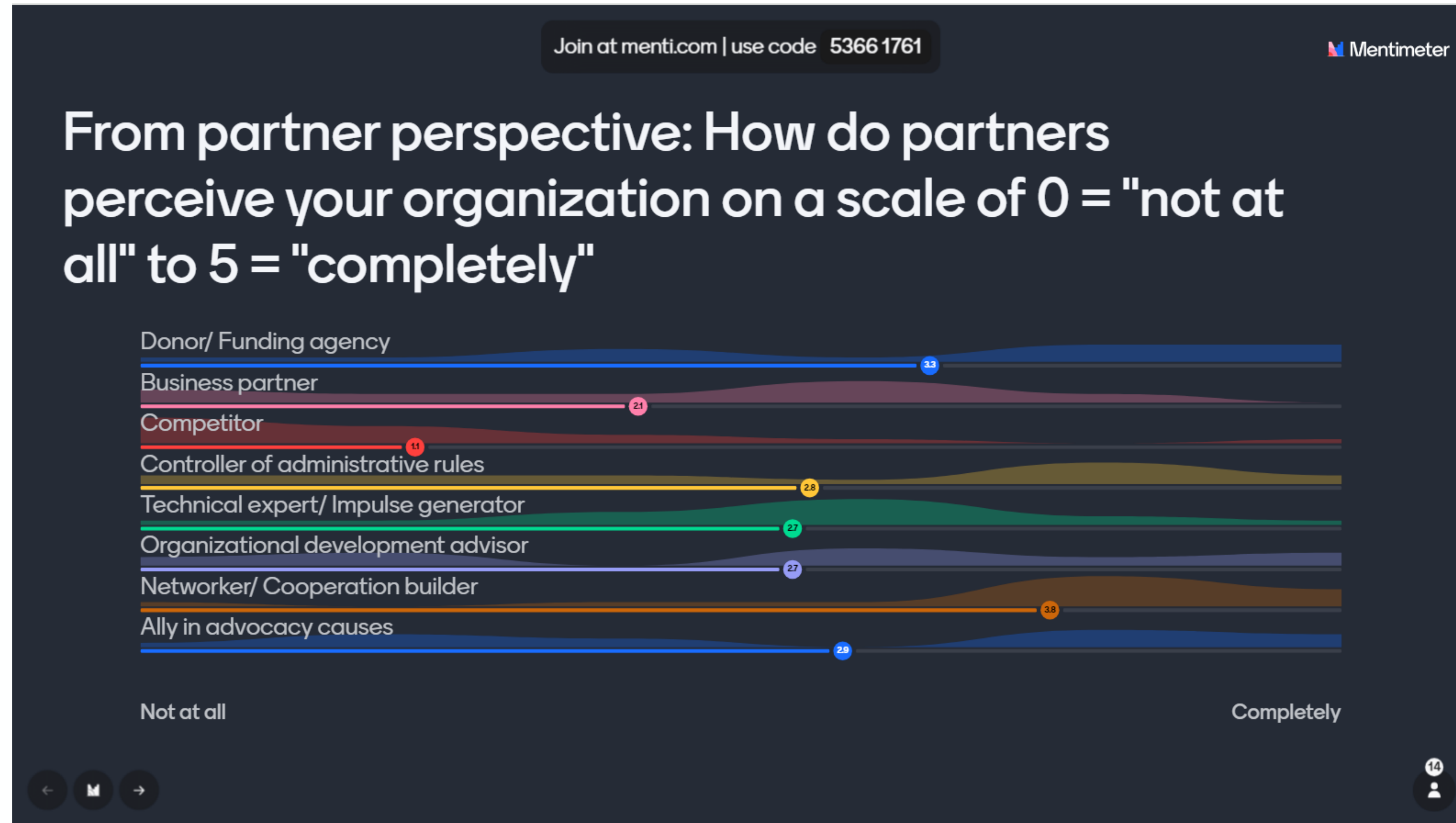
Join at [menti.com](https://menti.com) | use code **5366 1761** Mentimeter

## From partner perspective: How do partners perceive your organization on a scale of 0 = "not at all" to 5 = "completely"

Donor/ Funding agency	
Business partner	
Competitor	
Controller of administrative rules	
Technical expert/ Impulse generator	
Organizational development advisor	
Networker/ Cooperation builder	
Ally in advocacy causes	

Not at all Completely

# How do our partners see us? Your poll results



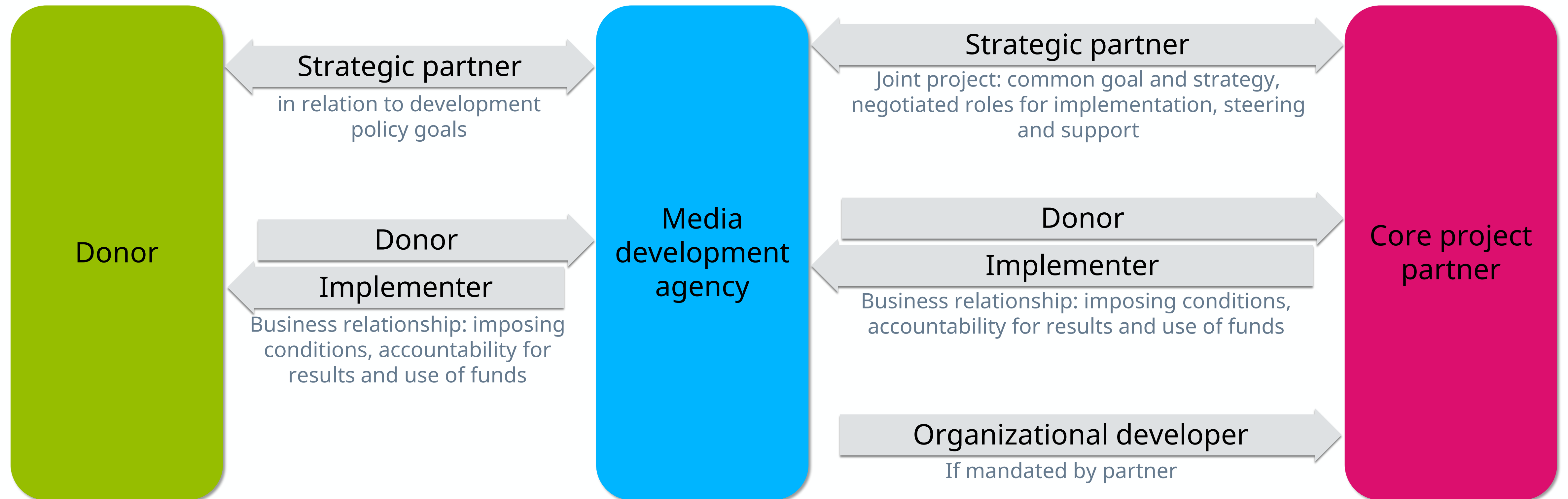


# Do perceptions of roles meet?





# Understanding: multiple roles – different modes of interaction





# Group work: What would help getting to a better understanding of roles in partner relations?



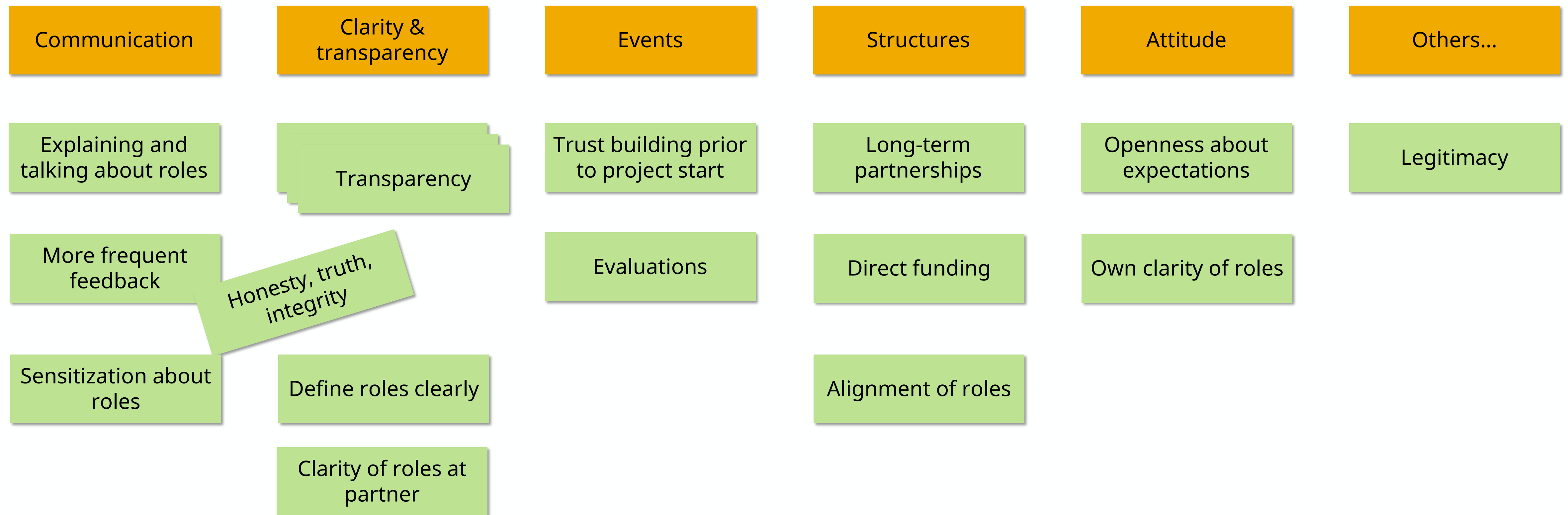


# Results of group work: What would help getting to a better understanding of roles in partner relations?





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# The factor of power in partner relations



# Power walk: Reflecting power and inequality





# Power and abuse of power

**Power** = Opportunity to shape and influence

- ⇒ Only borrowed to achieve the objective
- ⇒ per se unproblematic if used constructively
- ⇒ but: responsibility and accountability!

**Abuse of power: manipulation, paternalism, coercion =**

Making another person do something against their actual will (subtly or by means of threats, even if with good intentions)

**Risk in the strategic partnership:**

Shared values, goals and interests?  
Joint project development?  
Clarified roles? Ownership?  
Respectful, culturally sensitive interaction?

**Money = power  
= risk factor for  
abuse of power**

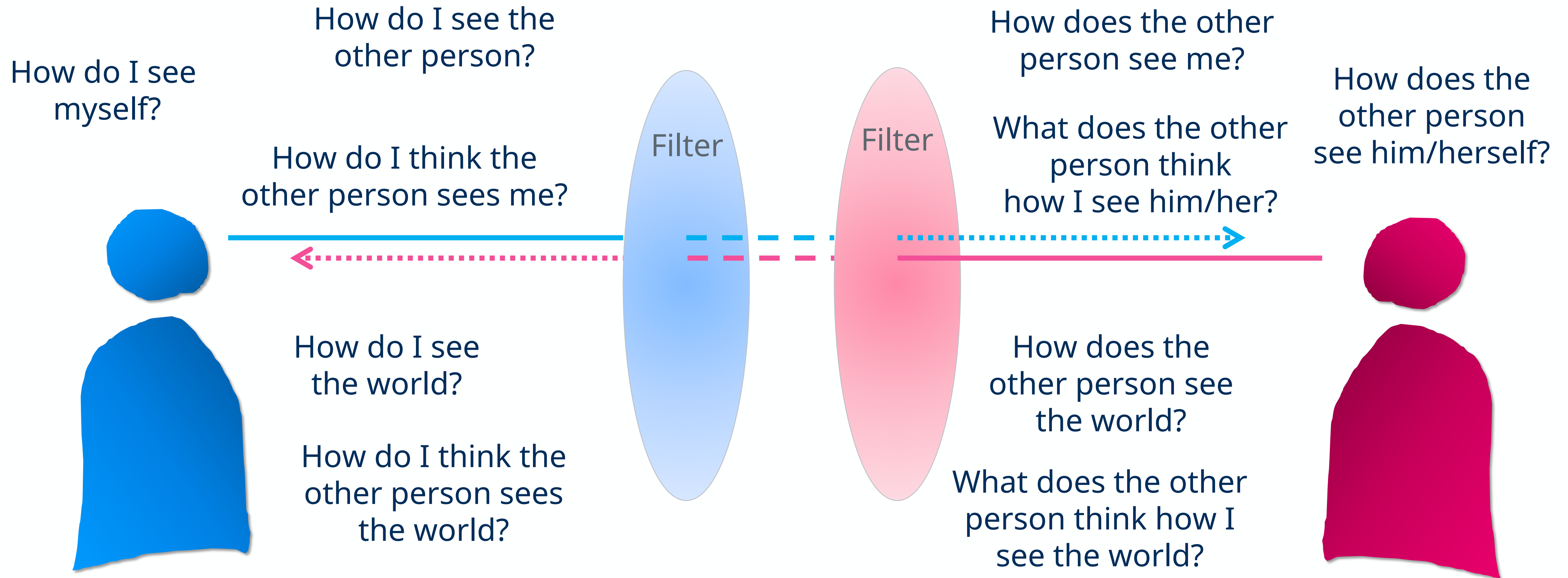


**Abuse of power: corruption =**  
abuse of entrusted power (or resources) for private benefit or advantage

**Risk in the business relationship:**  
Transparency? Defined procedures?  
Controls? Accountability?



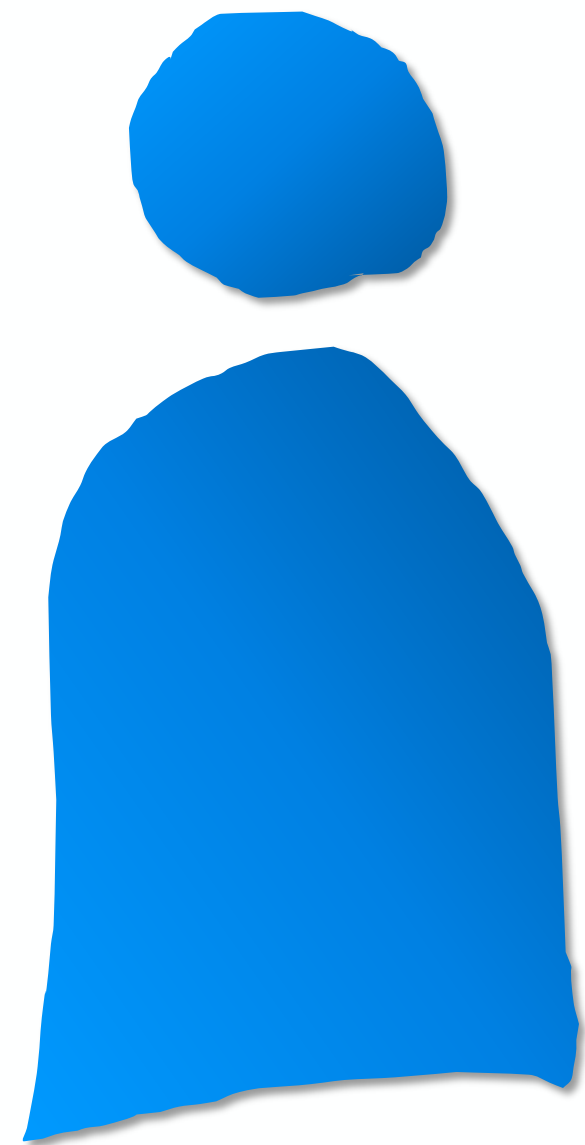
# Filters shape self-image and view of others





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Conscious?  
Unconscious?



Filter

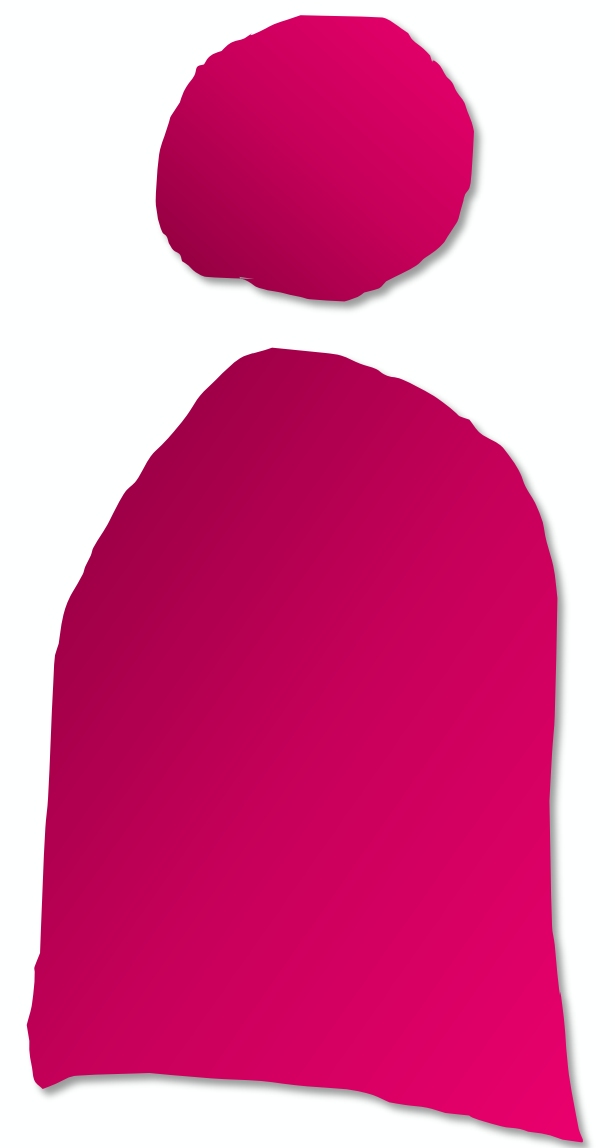
- **Historical context** (history of dominance and subordination, conflict, violence, guilt, trauma, ...)
- **Cultural imprints** (importance of status and hierarchy, weighting of relationship vs. content, gender roles, politeness rules, ...)
- **Origin and social status** (wealth, education, access to resources, social capital, access to influential people, ...)
- **External characteristics** (gender, ethnicity, age, language, disability, ...)
- **Demeanor** (conduct of conversation, dominance behavior, habitus ...)
- And others.

⇒ Effect as unearned advantage (**privilege**) or unearned **disadvantage**

⇒ Cause of stereotypes and **discrimination**

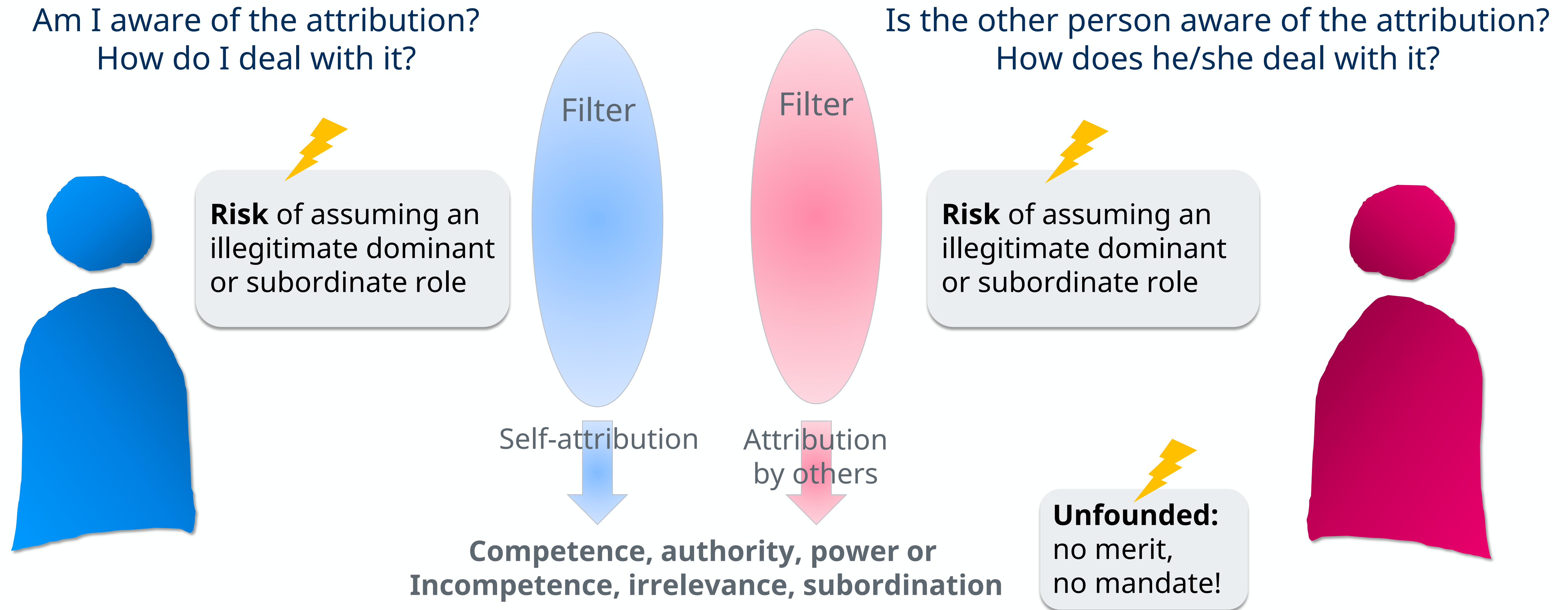
Filter

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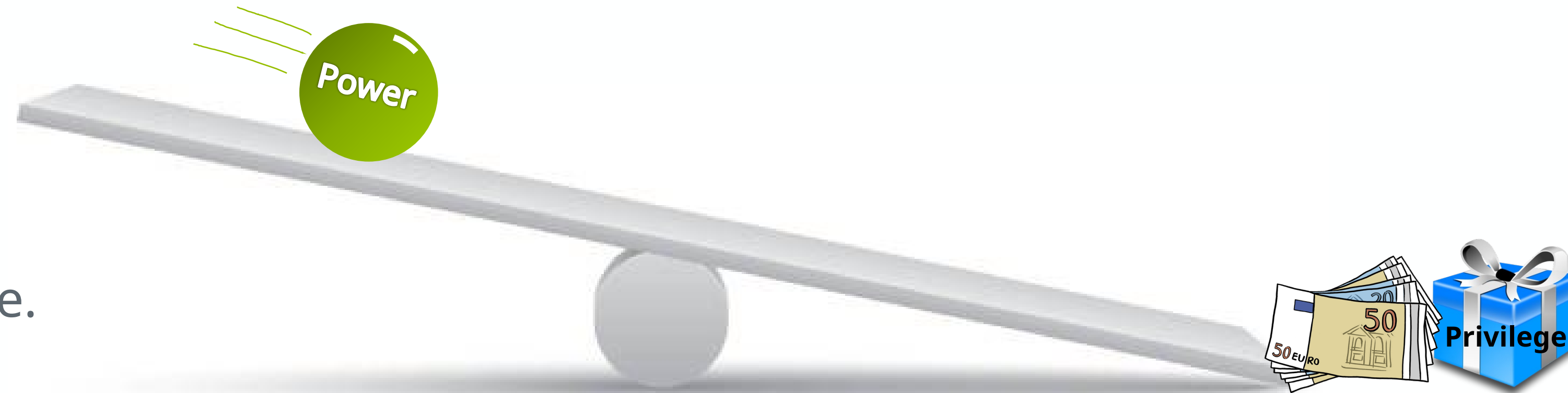
# Illegitimate power based on attributions



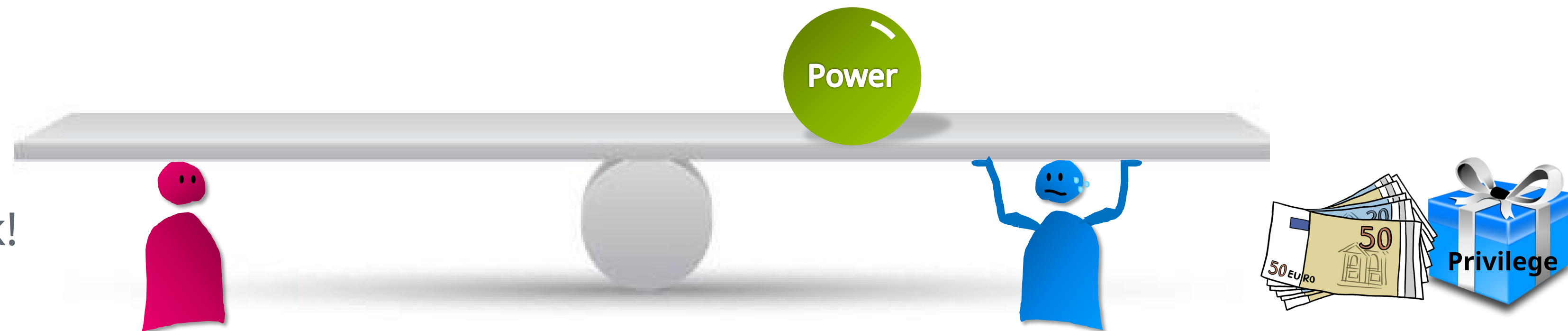


# Acting in a power-sensitive manner

Power flows to where money and privileges are.

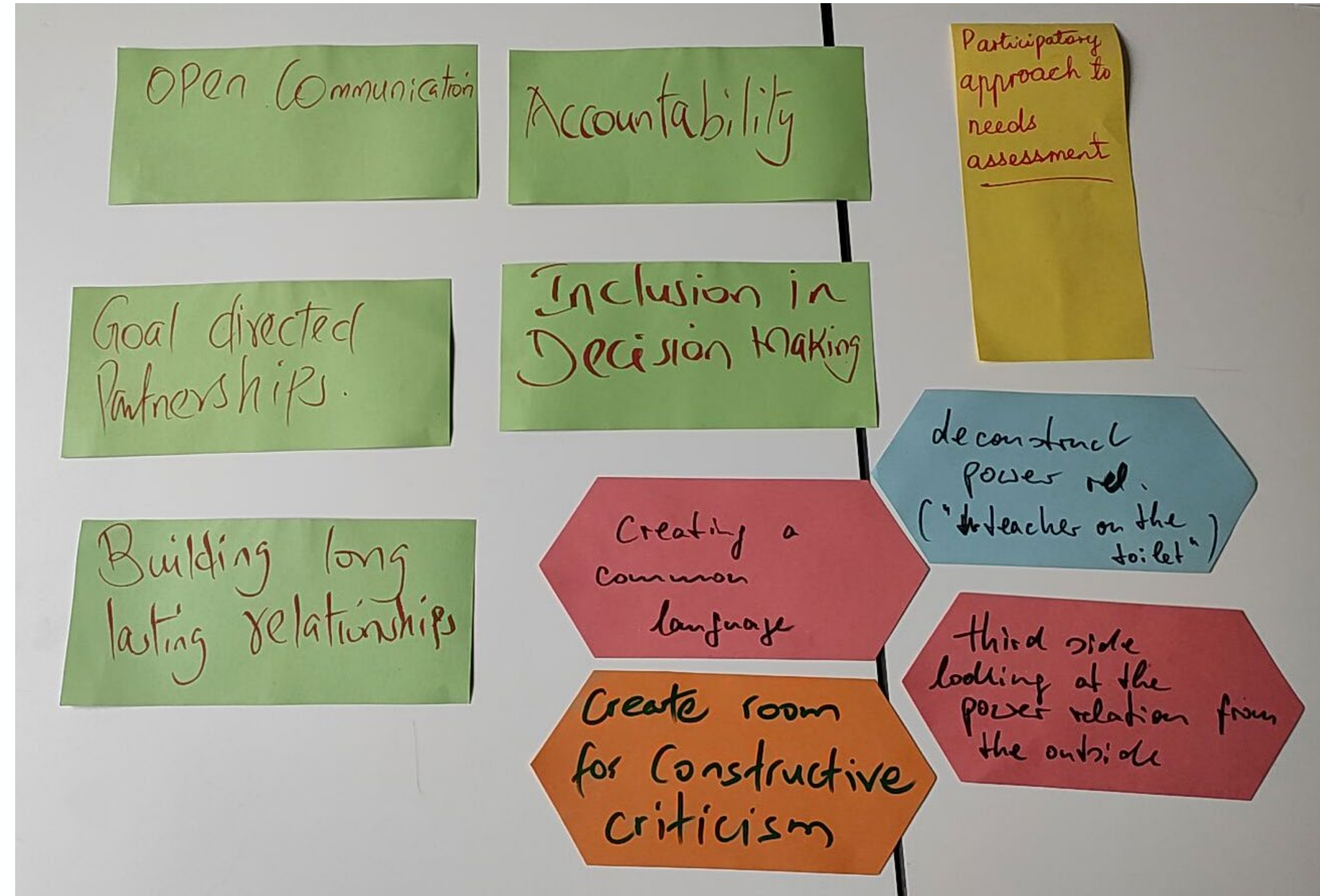


Eye level is hard work!





# Group work: Which measures could help making partnerships more eye-level?





# Before and during partnership, we should discuss and compare

Values, Goals, Interests

- ⇒ Compatible?
- ⇒ Aligned?

Form of cooperation

- ⇒ Beneficial for all?
- ⇒ Fair?

Understanding of roles

- ⇒ Clear?
- ⇒ Shared?

Resources, Competencies

- ⇒ Complementary?

Organizational capacities, Working methods

- ⇒ Compatible?

Steering structure at different levels

- ⇒ Explicitly agreed?

Expectations

- ⇒ Aligned?





Thank you

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