



PRIFYSGOL
BANGOR
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Gwella gweithio mewn partneriaeth mewn
Byrddau Gwasanaethau Cyhoeddus
Canfyddiadau prosiect ymchwil doethuriaeth

Enhancing partnership working in Public
Services Boards
Findings from a PhD research project

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Pam yr ymchwil?

Pa bethau sydd yn effeithio
ar gydweithio mewn BGC?

Sut ydyn ni'n gallu creu
diwylliant cydweithredol?

Why the research?

What factors affect
collaboration in the PSB?

How can we craft a
collaborative culture?

Pam yr ymchwil? Why the research?

- Pryderon y Bwrdd Gwasanaethau Cyhoeddus ynglŷn â chydweithredu
- Public Services Board concerns about collaborative action
- Astudiaethau rhyngwladol yn dangos methiant partneriaethau strategol i fod
- Studies internationally showing strategic partnerships frequently fail
- Ydy Cymru'n wahanol?
- Is Wales different?

Dulliau a phrif canfyddiad

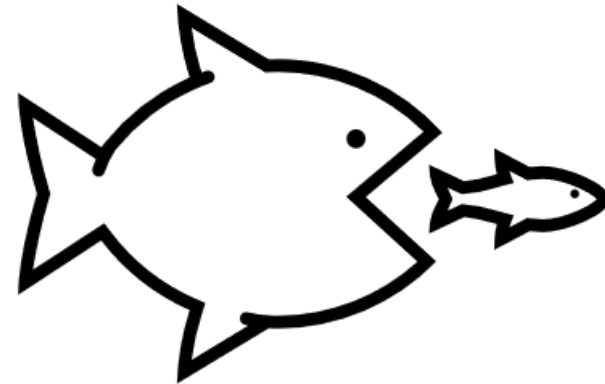
Methods and main finding

- Arsylwi Bwrdd Gwasanaethau Cyhoeddus (PSB)
- Ymchwil gweithredol
- Ymholiad systemig ar draws Cymru
- Observation of a Public Services Board (PSB)
- Action research
- Systemic enquiry across Wales

Mae ymchwil weithredol a chyd-ddysgu mewn cymuned ymarfer yn gallu trawsffurfio gweithio mewn partneriaeth

Action research and co-learning in a community of practice can transform partnership working

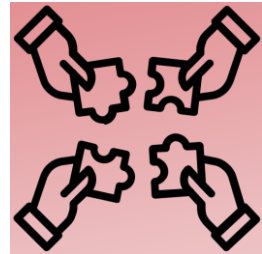
Beth yw eich profiad chi o bartneriaethau?
What is your experience of partnerships?



Beth sydd yn effeithio ar gydweithio? What affects collaboration?



Deialog
Dialogue



Cyd-atebolrwydd
Heterarchy

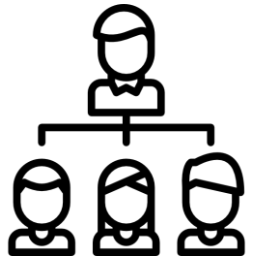


Amrywiaeth
Pluralism

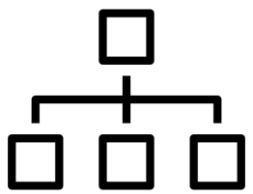
Profiad y Bwrdd Gwasanaethau Cyhoeddus Public Services Board experience



Arferion arbenigol yn cyfyngu ar ddeialog
Specialisation restricts dialogue



Hierarchaeth yn atal cyd-benderfynu
Hierarchy prevents shared decision-making



Atebolrwydd rheolaethol yn cyfyngu ar amrywiaeth
Managerial accountability restricts diversity

Canlyniadau i'r Bwrdd

Consequences for the PSB

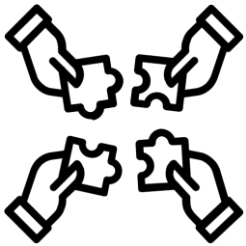
Roedd y Bwrdd mewn perygl o golli cyfreithlondeb democrataidd a'i bŵer i gyd-weithredu.

The PSB risked losing its democratic legitimacy and power to act.

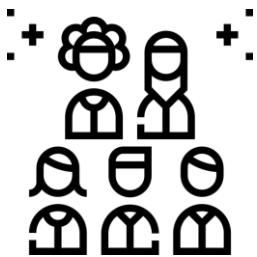
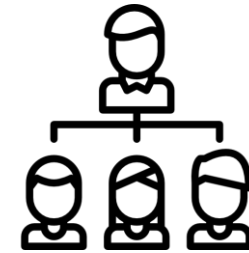
Beth yw eich profiad chi o ddiwylliant partneriaethau? What is your experience of partnership culture?



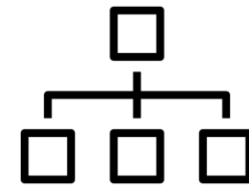
deialog.....arbenigaeth
understanding.....siloes



cyd-atebolrwydd...hierarchaeth
horizontal.....top-down



amrywiaeth.....rheolaeth
inclusivity.....control



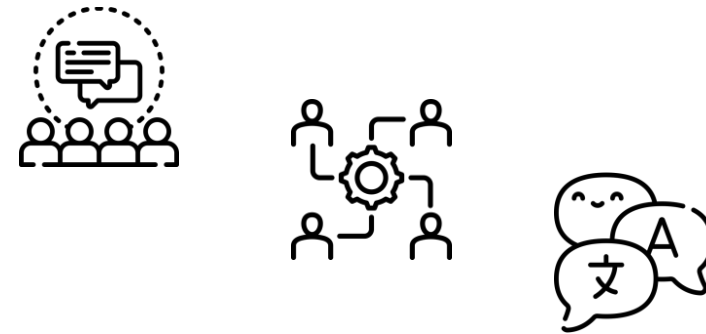
Sut i greu diwylliant cydweithredol? How to create a collaborative culture?

Ymchwil Weithredu



Action Research

Cymuned Ymarfer



Community of Practice

Egwyddorion ymchwil weithredu

Action research principles



Creu perthnasau
Relational



Adnabod pŵer
Critical



Cydnabod pŵer
Reflexive

Elfennau Cymuned Ymarfer

Community of Practice elements



Deialog
Dialogue



Cyd-weithred
Joint enterprise



Iaith ar y cyd
Shared language

Prif ganlyniad i'r grwpiau ymchwil

Main outcome for the research groups

'Llwybrau Gwyllt'

Strategaeth cyd-weithredu a chyd-gynhyrchu â chymunedau wedi'i chytuno, gyda buddion i bob partner.

'Wild Pathways'

A negotiated strategy for joint action and co-production with communities, with reciprocal benefit to each partner.

Prif egwyddorion dysgu

Main learning points

Gwella cyd-ddealltwriaeth trwy gynyddu deialog

Enhance mutual understanding by increasing dialogue

Creu ymrwymiad at gyd-gyfrifoldeb trwy fyfyrion ar ddefnydd pŵer

Motivate shared responsibility by critical reflection on power

Ysbrydoli cynghrair ehangach trwy gyfuno egwyddorion strategol

Inspire a broader alliance by combining strategic principles

Trafodaeth Discussion

Sut allech chi
ddefnyddio
canfyddiadau'r ymchwil
yn eich partneriaethau?

How could you build on
the research findings in
the partnerships you
work in?

Sut fuasech chi'n
ffurfio cymuned
ymarfer?

How could you
form a
community of
practice?

Gwybodaeth pellach

Further information

Ceir mwy o wybodaeth am Fyrddau Gwasanaethau Cyhoeddus yma:

[Byrddau Gwasanaethau Cyhoeddus | LLYW.CYMRU](#)

There is more information about Public Services Boards here:

[Public Services Boards | GOV.WALES](#)

Mae'r dogfennau Briff Polisi sy'n cyd-fynd â'r weminar ac yr ymchwil lawn ar gael yma:

Policy Briefs accompanying this webinar and the full research are available at:

[https://research.bangor.ac.uk/portal/en/researchactivities/enhancing-partnership-working-in-public-services-boards\(eff182b6-8d43-45cb-97e7-ae4f4d6e400b\).html](https://research.bangor.ac.uk/portal/en/researchactivities/enhancing-partnership-working-in-public-services-boards(eff182b6-8d43-45cb-97e7-ae4f4d6e400b).html)

Am ragor o wybodaeth, cysylltwch ag:

For more information, contact:

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Cyfeiriadau yn y sleidiau/ References in the slides:

- Bartels, K. P. and Wittmayer, J. M. (eds) (2018) *Action Research in Policy Analysis. Critical and relational approaches to sustainability transitions*. Oxon: Routledge.
- Jessop, B. (2003) *Governance and meta-governance: on reflexivity, requisite variety and requisite irony*. Lancaster LA1 4YN, UK. Available at: <http://www.comp.lancs.ac.uk/sociology/papers/Jessop-Governance-and-Metagovernance.pdf>.
- Stoker, G. (2018) 'Governance as theory: five propositions', *International Social Science Journal*, 68(227–228), pp. 15–24. doi: 10.1111/issj.12189.
- Wenger, E. (1998) *Communities of Practice Learning, Meaning, and Identity*. Cambridge: Cambridge University Press.