

## >> Exchange on Expectations

Experience shows, what might seem obvious: expectations depend on the perspective. The receiving project manager might for example prepare an agenda packed with meetings and visits to all relevant cultural institutions in the city in order to provide the visiting partner a real inside view of the cultural scene. After the placement the visiting partner might complain that he/she had to meet so many people that he/she could in the end not even remember any one of them. The situation will conclude in disappointment on both sides, which might have been avoided with a clarification of expectations beforehand.

Or the visiting project manager might expect to get his/her own key to the office of the host organisation in order to be free to choose his/her working hours. The host project manager might not think about it at all or consider that an own key would not be necessary, because they will spend the whole time together anyway. As such it's not a drama, but imagine, that the visiting project manager believes that he/she isn't allowed their own key, because his/her host doesn't trust him/her. One small expectation can grow into a bigger problem which might also influence the further cooperation.

The tricky thing about expectations is that we are often not aware of our own expectations until we realize that they are not fulfilled. But at this point, in most cases it is too late to change that or reorganize.

The below points should help you making a first step to become aware of your own expectations of the placement and understand the expectations your Tandem partner has of the visit and stay:

### Visiting partner:

- What do you want to do and see? What is ok and what is not ok for you?
- My expectations towards the hosting organisation are: ...
- My expectations towards my Tandem partner during the placement are: ...
- I can contribute to the hosting organisation by: ...
- My expectations towards the work on the Tandem project are: ...
- My expectations towards my own organisation/my colleagues are: ...

### Receiving partner:

- What do you want to do and show? What is ok and what is not ok, for you?
- My organisation will offer the visiting Tandem partner the following: ...
- As a Tandem partner and host/guide during the placement, I will offer my Tandem partner the following: ...
- As hosting organisation, we expect from the visiting Tandem partner, the following:
- My expectations towards the work on the Tandem project are: ...
- My expectations towards my own organisation/my colleagues are: ...

Finally, please check and agree on your agenda for the placement.

## >> Disclaimer

Tandem toolkit methods are inspired by Presencing Institute ([www.presencing.com](http://www.presencing.com)), socius ([www.socius.de](http://www.socius.de)) and In-Dialogue ([www.in-dialogue.org](http://www.in-dialogue.org)). You can use these methods where and however you like; please don't forget to reference Tandem.