

COMMUNITY COLLABORATIONS / TEAM BUILDING- Are we there yet?

It is important to know the characteristics of the different kinds of groups that can accomplish tasks and work together for a common cause in order that we know our limitations and challenges. If we are at the networking level, then it is not appropriate for the group to attempt the kinds of projects that only full collaboration can accomplish. Creating a full collaboration is a process that may take many years but is worth the work and the wait. Until that time, you must work within the confines of what you do have organized. Each level of coordination has its advantages and disadvantages and it is possible to accomplish many wonderful projects within the confines of each. And know, with each project, your group will move forward to a full and effective collaboration.

<u>LEVELS</u>	<u>PURPOSE</u>	<u>STRUCTURE</u>	<u>PROCESS</u>
---------------	----------------	------------------	----------------

<u>NETWORKING</u>	To create a common communication, share information and develop a base of support.	Loose and flexible, roles not rigidly defined, may have joint activities in the community.	Communication is the primary process of this group. Leadership is movable according to the task or issue, the group does not make a lot of decisions, communication is very informal.
<u>COOPERATION OR ALLIANCE</u>	The needs of the group are similar in nature, the group provides for coordination among the members, members work at reducing duplication of effort/services, and the group works together to ensure the tasks are completed.	This group will have a group of leaders at the center and they work at making sure communication is flowing to all members. The members' roles are more defined and linked by function. This group may work together to leverage a grant or raise funds.	The primary processes of this group are communication, community development and leadership . The leaders of this group serve as the facilitators. The decision making process is more complex and may create some conflict. Communications are very formal within the core group.

<p><u>COORDINATION OR PARTNERSHIP</u></p>	<p>This level of working group can share resources to address common issues. This group can also move to become a different kind of organization by merging their resources and using them for the common cause.</p>	<p>This group will have a strong central group of members whose roles are clearly defined. This group will have created and implemented formal, written agreements. This group has the potential to develop new resources and work from a shared budget.</p>	<p>The primary processes of this group are communication, community development, leadership and understanding the community. This group has leadership that comes from the ranks but the focus is squarely on the issues. Decision making is centralized and can originate from small subgroups. Communication is frequent and clear.</p>
<p><u>COALITION</u></p>	<p>This group shares ideas and pulls resources from their own funding base to support projects. This type of group can commit to projects of up to 3 years or more. This is a very stable situation.</p>	<p>Decision making is close to consensus—everyone gets a say and a vote. The group tries for consensus for most decisions. Roles are clearly defined and time limited. All links are formalized in writing. This group will have a joint budget</p>	<p>The primary processes of this level are communication, community development, and leadership, understanding the community, and research and evaluation. The leadership in this group is shared and the decision making is formal and includes all of the members. Communication is prioritized and periodic. The best way to get information is to attend the meetings.</p>

<p><u>COLLABORATION</u></p>	<p>This group has a shared vision and can point to benchmarks they have achieved or will achieve. They have built an interdependent system to address issues and opportunities.</p>	<p>Consensus decision making is the preferred method of the group. Roles are evaluated formally for impact. Links are formal and include work assignments.</p>	<p>The primary processes of this level are communication, community, development, leadership, understanding the community, research and evaluation and sustainability. Leadership is strong and trust level is high along with high productivity. Ideas and decisions are equally shared. There is a highly developed system of communication.</p>
------------------------------------	---	--	---

This product was produced by Unified Solutions under Cooperative Agreement #2012-MU-GX-K004 awarded by the Office for Victims of Crime, Office of Justice Programs, U.S. Department of Justice. The opinions, findings, conclusions or recommendations expressed in this document are those of the contributors and do not necessarily represent the official position or policies of the U.S. Department of Justice.

