



# Collaboration

April 30, 2009

# Why Do it?




- Win-Win for all
- Pool Financial resources/stretch resources
- Avoids Duplication of facilities
- Enhances programs – allows expansion
- Presents a united community image/serve same clientele
- Creates community benefits – allows for expanded facilities
- Develops better schools and parks

# Collaboration



**“So glad you could join us!  
Based on your experience, we’ve  
booked you to lead the following  
8,739 collaboratives...”**

# Keys to Collaboration

-  Leadership matters
-  Results of the effort are measured in achievements not process
-  Planning and implementation involve those who will be affected by the project – parents, providers, enrollment specialists co-funders, teachers school staff

# Elements of Collaboration



# Elements of Collaboration

- Honest and clear communication
- Mutually agreed upon goals, vision
- Clarified roles responsibilities
- Shared planning and decision making
- Open and two-way sharing of information
- Accessibility and responsiveness
- Joint evaluation of progress
- Send someone with sufficient authority to act

# Attitudes of Collaboration

- Mutual respect for skills and knowledge
- Willingness to compromise when necessary
- Ability to disagree with respect
- Understanding of differing organizational cultures, mandates and restrictions
- Honoring the resources and contributions each partner brings
- Accessibility and responsiveness
- Absence of labeling and blaming



*"Norman won't collaborate."*

# Steps in Collaboration

- 1. Start in your own organization**
- 2. Identify needed partners**
- 3. Establish common values, vision, goals and roles and responsibilities**
- 4. Develop and implement a plan**
- 5. Evaluate the outcomes**
- 6. Continuously renew commitments and share the vision**

# Lessons Learned

- Start with organizational culture – encourage cooperative thinking
- Approaching a problem with curiosity not certainty
- Act quickly to maintain the momentum of a good idea
- Add meaning to commitments by making them in public forums
- Focus on what you agree on and set aside other issues
- Culture of “we” rather than “my” or “me”



[www.ccspartnership.org](http://www.ccspartnership.org)

[ccspartnership@counties.org](mailto:ccspartnership@counties.org)

(916) 323-6011

1100 K Street, Suite 201

Sacramento, CA 95758