

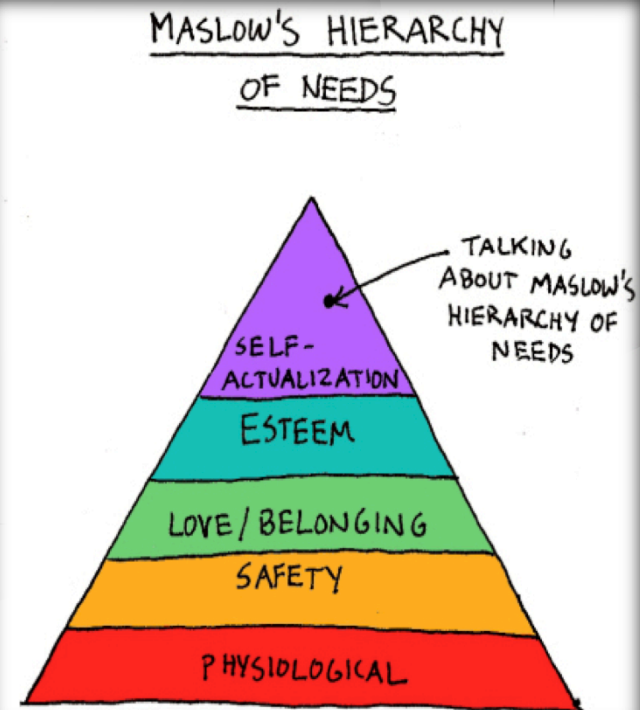
Collaboration: Components and Challenges

Zoe Myers and Chet Ballard - Cook County Family Connection

- ✓ Engaging Partners in the Process
- ✓ Adaptive Capacity
- ✓ Leadership Capacity
- ✓ Organizational Capacity
- ✓ Collaborative Resources / Assets
- ✓ Understanding Challenges to Collaboration

ENGAGING PARTNERS IN THE PROCESS

- Utilize species-being and hierarchical needs
- Connect individual strengths with specific tasks
- Demonstrate return on investment
- Use an asset-based approach (social capital)
- Power must be shared
- Focus on action instead of problems



ADAPTIVE CAPACITY

- Build alliances and partnerships
- Increase social capital
- Collaborate and build teams
- Share and exchange information
- Plan flexibly in participatory action
- Harness knowledge, expertise, and talents
- Monitor, assess, and respond to both internal and external changes



LEADERSHIP CAPACITY

- Share decision-making and power
- Motivate and inspire partners
- Vision for transformational change
- Mentor new leaders
- Practice developmental leadership
- Maximize the expertise and abilities of your leaders
- Prioritize continual leadership training, research, and education



ORGANIZATIONAL CAPACITY

- Expand and diversify resources
- Market your message and purpose
- Communicate often and effectively
- Maintain effective policies/procedures
- Constantly assess resources, structure, climate/culture of your group
- Evaluate both process and outcomes



Collaboration Resources / Assets

- ❖ 1. Human resources – skills, talent, expertise, experience of staff, volunteers, and leaders
- ❖ 2. Social resources – strong connections to and relationships with organizational partners and community stakeholders
- ❖ 3. Material resources – tangible assets including grant awards, donations, in-kind contributions, and diversified funding streams

Understanding Challenges to Collaboration



Example 1

1 - Gangs and Turf Battles (Politics)

The leader of one gang doesn't care for the leader of the other gang but you must work well with both

Showing support for one gang leader puts you in hot water with the other gang leader

You may get blindsided as political fortunes rise and fall

Challenge 2 - Priorities

Childhood Obesity vs. Library

Childhood Obesity vs. Airport Hangar

Challenge 3 - Denial

(Problem? What Problem?)

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