

A Tamarack Webinar

Trust

THE COLLABORATION SPECTRUM REVISITED

Compete	Co-exist	Communicate	Cooperate	Coordinate	Collaborate	Integrate
Competition for clients, resources, partners, public attention	No systematic connection between agencies	Inter-agency information sharing (e.g. networking)	As needed, often informal, interaction, on discrete activities or projects	Organizations systematically adjust and align work with each other for greater outcomes	Long-term, interaction based on shared mission, goals; shared decision-makers and resources	Fully integrated programs, planning, funding

With Liz Weaver & Sylvia Cheuy

Turf



TAMARACK
INSTITUTE

Technical Considerations

- **We've got you covered** - You will receive a full recording of the call, the slides as well as a collection of links & resources.
- **Join the conversation** - Use the Q&A panel on your Zoom client to submit and vote for questions you'd like us to discuss.
- **Technical Support** - You can use the chat panel to ask for technical support throughout the webinar.

Gratitude & Acknowledgement



We begin this workshop by acknowledging that we are meeting on Indigenous land. For those of us who are settlers, we are grateful for the opportunity to meet, and we thank all the generations of Indigenous peoples who have taken care of this land.

This recognition of the contributions and historic importance of Indigenous peoples must be clearly and overtly connected to our collective commitment to make the promise and the challenge of Truth and Reconciliation real in our communities.

WHO IS IN THE ROOM

243 Learners Registered from Canada, Australia, United States, Ireland, New Zealand, and Ghana

Your Areas of Focus:

- Community Change
- Community Safety
- Environment
- Education
- Funders
- Governments
- Poverty
- Housing
- Health
- Food Security



Have we missed you? Add your location and area of focus in the chat box.

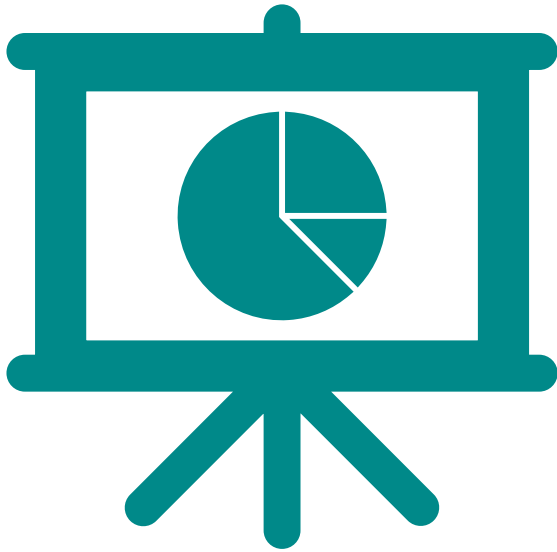


Liz Weaver
Co-CEO, Tamarack Institute



Sylvia Cheuy
Consulting Director, Tamarack Institute

PARTICIPANT POLL



How would you assess your level of experience with collaboration? (single choice)

1. Beginner
2. Intermediate
3. Expert

COLLABORATION | SOME INSIGHTS

- Collaboration is not just one action – it is actions across a spectrum
- Shared understanding the focus of the collaborative work is essential
- Collaboratives may start with one focus and then shift over time
- Levels of turf and trust impact different approaches to collaboration

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Turf

Loose

Tight



THE COLLABORATION SPECTRUM TOOL

The Collaboration Spectrum – Tool

Compete	Co-exist	Communicate	Cooperate	Coordinate	Collaborate	Integrate
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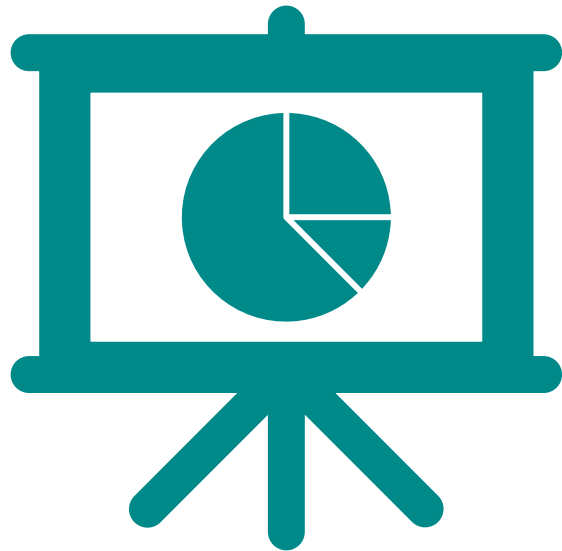
- Have collaborative members individually assess where they think the collaborative is on the spectrum
- Are you all in the same place or in different places? Do you want to move to a new place?
- Have a discussion about this.

The Collaboration Spectrum Tool enables collaborative partners to assess the focus of the collaborative effort currently and moving into the future.

[The Collaboration Spectrum Tool](#) – Tamarack Institute

COLLABORATION | ANOTHER POLL

Consider a current collaborative effort you are supporting, where would this collaborative sit on the collaboration spectrum currently?



1. Compete
2. Co-exist
3. Communicate
4. Cooperate
5. Coordinate
6. Collaborate
7. Integrate

COLLABORATION SPECTRUM | REVISITED

How can the collaboration spectrum support collaborative efforts of different types and approaches?

COMMUNITY CONTEXT



- Is there energy for this work?
- Who is already working on the issue?
- How many collaborative tables are already underway?
- Who will convene and who are the partners?
- What other context questions would you add?

Add your context questions to the chat box

CLARITY OF PURPOSE



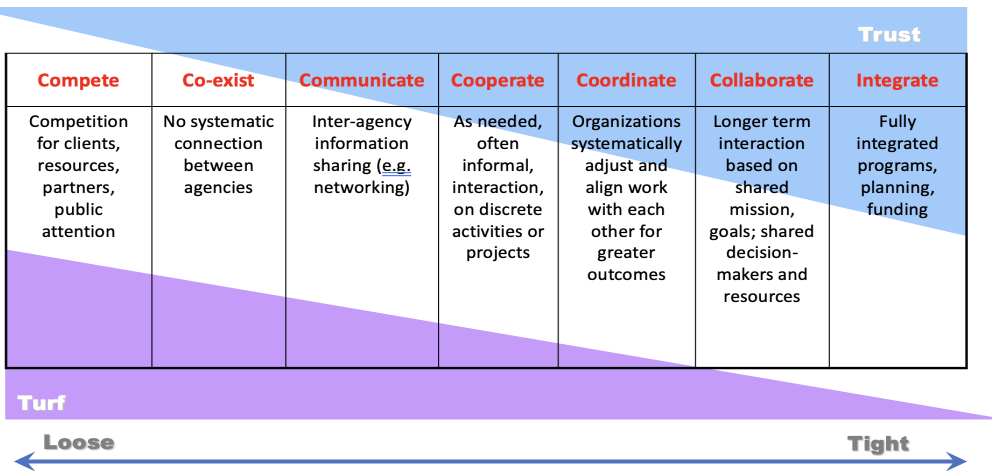
What is the purpose of the collaborative? What expectations do we have about engagement? What other questions should we consider?

CONTAINER



- Shared definition of the collaboration problem or opportunity
- Shared values or principles governing the collaborative effort
- Geographic scope of the collaboration
- Financial or human resources available to support the work
- Timelines for the collaborative from start up to ending
- Success or outcomes anticipated
- Other considerations

COLLABORATION SPECTRUM | REVISITED



Defining Elements:

- Definition
- Forms of Collaboration
- Convening Leadership
- Authority
- Ownership
- Key Governance Documents
- Potential Outcomes

COLLABORATION SPECTRUM AND GOVERNANCE

Type	Compete	Co-Exist	Communicate	Cooperate	Coordinate	Collaborate	Integrate
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Authority	Individual organizations	Individual organizations	Convener of collaborative group	Convener of collaborative group	Convener of collaborative group	Shared across the Leadership Table	Shared across the partners
Key Governance Documents	Very light weight or no governance documents	Very light weight or no governance documents	Light weight terms of reference including focus on sharing and communications, expectations and frequency of meeting	Terms of reference including focus of the collaboration, expectations and frequency of meeting Shared action plan or plan on a page Success measures	Defined Governance structure Decision making strategy Shared action plan or plan on a page Success measures	Defined Governance structure Partnership agreement with accountability defined Decision making defined Shared action plan or Plan on a Page Evaluation and success measures	Defined Governance structure Partnership agreement with accountability defined Decision making defined Shared action plan or Plan on a Page Evaluation and success measures
Outcome	Opportunity focused	Awareness of others	Shared information and learning	Shared program or service	Shared program or service focus	Shared program or systems focus	Integrated outcomes – program or systems focused

COLLABORATION SPECTRUM – FINDING YOUR COLUMN

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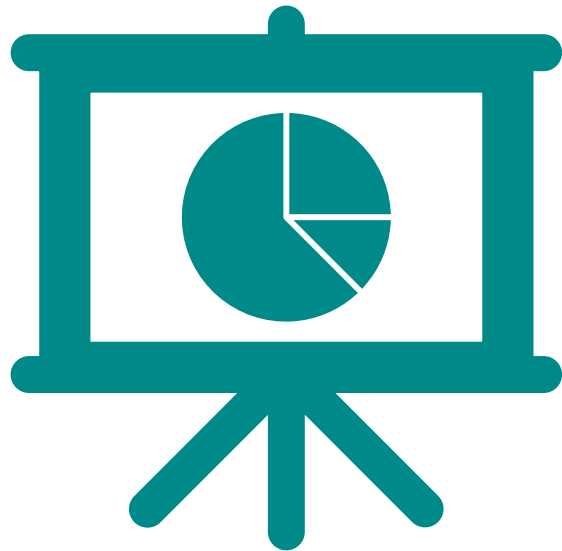
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CORE GOVERNANCE DOCUMENTS

1. [Governance Structure](#) – Describes the governance structure, roles and accountabilities.
2. [Principles for Working Together](#) – Defines the core principles guiding the collaborative.
3. [Decision Making Strategy](#) – Defines how decisions will be made at different levels.
4. [Plan on a Page](#) – A synthesis of the core aspiration / common vision of the collaborative and details about the approach.
5. [Key Milestone Report](#) – A living document reflecting the purpose and key decisions taken by the collaborative.
6. [Regular or Annual Progress Update](#) – An annual progress report which includes reflection, sense-making and learning.

COLLABORATION | FINAL POLL

Consider a current collaborative effort you are supporting, where do you hope this collaborative will be in the future (next 2 years)?



1. Compete
2. Co-exist
3. Communicate
4. Cooperate
5. Coordinate
6. Collaborate
7. Integrate

A silhouette of a group of people walking across a dark, rounded hill against a soft, pinkish-orange sunset sky. The word "QUESTIONS?" is written in large, white, bold, sans-serif capital letters across the middle of the image, partially overlapping the silhouettes of the people.

QUESTIONS?

FINAL REFLECTION...



What is **one thing** that you are seeing now that you didn't see at the start of this webinar?

Closing Announcements

Community Building Webinars

Equip yourself for **Community Change** by joining us for free community building webinars and live podcasts

View our community building webinars:

<https://www.tamarackcommunity.ca/eventlisting#webinars>



THANK YOU

Please send your questions, comments and feedback
to connor@tamarackcommunity.ca