

## Five Levels of Collaboration

Levels	Purpose	Structure	Process
Networking	<ul style="list-style-type: none"> <li>• Dialog and common understanding</li> <li>• Clearinghouse for information</li> <li>• Create base of support</li> </ul>	<ul style="list-style-type: none"> <li>• Non-hierarchical</li> <li>• Loose/flexible link</li> <li>• Roles loosely defined</li> <li>• Community action is primary link among members</li> </ul>	<ul style="list-style-type: none"> <li>• Low key leadership</li> <li>• Minimal decision making</li> <li>• Little conflict</li> <li>• Informal communication</li> </ul>
Cooperation or Alliance	<ul style="list-style-type: none"> <li>• Match needs and provide coordination</li> <li>• Limit duplication of services</li> <li>• Ensure tasks are done</li> </ul>	<ul style="list-style-type: none"> <li>• Central body of people as communication hub</li> <li>• Semi-formal links</li> <li>• Roles some what defined</li> <li>• Links are advisory</li> <li>• <i>Group leverages/ raises money</i></li> </ul>	<ul style="list-style-type: none"> <li>• Facilitative leaders</li> <li>• Complex decision making</li> <li>• Some conflict</li> <li>• Formal communications within the central group</li> </ul>
Coordination or Partnership	<ul style="list-style-type: none"> <li>• Share resources to address common issues</li> <li>• Merge resource base to create something new</li> </ul>	<ul style="list-style-type: none"> <li>• Central body of people consists of decision makers</li> <li>• Roles defined</li> <li>• Links formalized</li> <li>• Group develops new resources and joint budget</li> </ul>	<ul style="list-style-type: none"> <li>• Autonomous leadership but focus in on issue</li> <li>• Group decision making in central and subgroups</li> <li>• Communication is frequent and clear</li> </ul>
Coalition or Partnership	<ul style="list-style-type: none"> <li>• Share ideas and be willing to pull resources from existing systems</li> <li>• Develop commitment for a minimum of three years</li> </ul>	<ul style="list-style-type: none"> <li>• All members involved in decision making</li> <li>• Roles and time defined</li> <li>• Links formal with written agreement</li> <li>• Group develops new resources and joint budget</li> </ul>	<ul style="list-style-type: none"> <li>• Shared leadership</li> <li>• Decision making formal with all members</li> <li>• Communication is common and prioritized</li> </ul>
Collaboration	<ul style="list-style-type: none"> <li>• Accomplish shared vision and impact benchmarks</li> <li>• Build interdependent system to address issues and opportunities</li> </ul>	<ul style="list-style-type: none"> <li>• Consensus used in shared decision making</li> <li>• Roles, time and evaluation formalized</li> <li>• Links are formal and written in work assignments</li> </ul>	<ul style="list-style-type: none"> <li>• Leadership high, trust level high, productivity high</li> <li>• Ideas and decisions equally shared</li> <li>• Highly developed communication</li> </ul>

Source: Community Based Collaborations – Wellness Multiplied 1994, Teresa Hogue, Oregon Center for Community Leadership  
<http://crs.uvm.edu/ncco/cd/subfra.htm>