

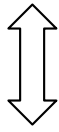
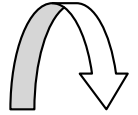
## STAGES OF COLLABORATION

### Overview

The stages of collaboration do not follow a straight course. Instead, stages may loop back, repeat themselves, or overlap. Each stage includes milestones to be achieved.

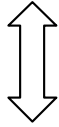
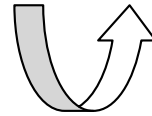
### STAGE 1: GETTING TOGETHER (ENVISION RESULTS)

- Decide to act – assess the need for collaboration and your own readiness to collaborate
- Bring people together and involve the right people
- Set initial ground rules
- Begin to build trust
- Evaluate the progress



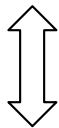
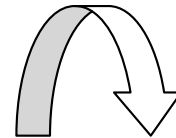
### STAGE 2: BUILDING TRUST & OWNERSHIP (EMPOWER OURSELVES)

- Engage partners
- Confirm organizational roles & develop a common base of knowledge
- Define shared vision
- Commit to collaborate
- Revisit & revise ground rules, including how conflict will be resolved
- Identify planning resources
- Evaluate progress



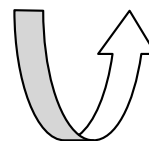
### STAGE 3: DEVELOPING A STRATEGIC PLAN (ENSURE RESULTS)

- Develop a mission
- Assess the environment & collaborative capabilities
- Establish well-formed goals
- Examine & select strategies
- Develop a plan of action
- Create joint systems
- Evaluate progress



### STAGE 4: TAKING ACTION (ENDOW CONTINUITY)

- Formalize interagency relationship – written agreements
- Implement plan of action
- Deepen collaborative culture
- Create visibility – involved the community
- Adapt & expand the initiative
- Evaluate progress



*Adapted from Atelia Melaville & Martin Blank with Gelareh Asayesh, "Together We Can: AA Guide for Crafting a Profamily System of Education & Human Services" and "Collaboration Handbook," Amherst Wilder Foundation.*