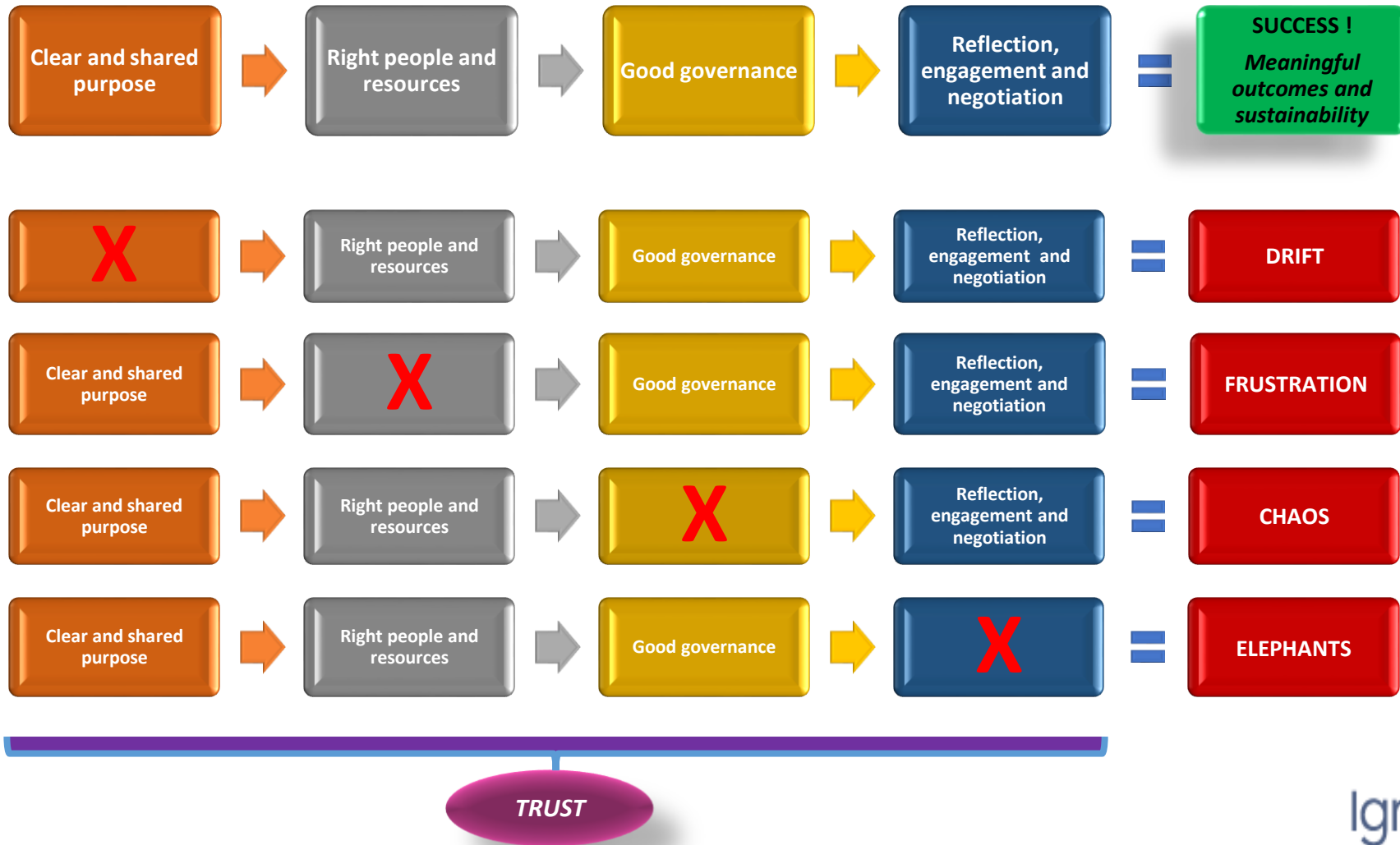


# Successful Collaboration: 4 Critical Ingredients



**There are four key ingredients of successful collaborations. Without each of these in place collaborations struggle with drift, frustration, chaos and/or elephants in the room.**

- I] Clear and shared purpose means that everyone is rowing in the same direction. Participants identify what they want to accomplish collectively and align it with what each partner needs to achieve for their own organization – and it's compelling. There is a shared understanding about the issues to be addressed and the greatest leverage points for change. With clarity of purpose, participants measure what matters. Yet purpose is fluid and adapts as the collaboration moves through its lifecycle. Good collaborations also know when it's time to exit.**
  
- II] Getting the right people and organizations on board with the right resources creates a positive, motivating energy. Participants aren't just the 'usual suspects' who share a world view– they are all the key players in the issue's ecosystem that can drive results. There is alignment between the collaboration's goals and the availability of resources of time, infrastructure and funds. At the same time, there is a belief that if you have the right people in the room with the right aspirations, then resources will follow.**
  
- III] Good governance leads to good decision-making and the right strategic action. Participants recognize that processes must be formalized, but adapted as required. Everyone is clear about roles and responsibilities and, because they have bought into the purpose and strategies, they take personal ownership for results. The leadership is shared and doesn't depend on a few charismatic or powerful people to drive decisions. The most highly valued competencies are the ability to unleash the passion and talents of others; a comfort with complexity; and the skill to balance rigor and action with consensus building.**
  
- IV] Taking the time to reflect, engage and negotiate keep participants focussed on what matters most. A culture that promotes inclusion, transparency and innovation means that participants have the space to be heard and to learn and make adjustments along the way. Deep and authentic engagement of critical stakeholders is an ongoing priority. Participants have the processes and confidence to manage the inevitable tensions that arise when a diverse group of people and organizations come together to make change happen.**

*Successful collaborations invest the time to build and nurture trust because it's hard to build and easy to lose.*

