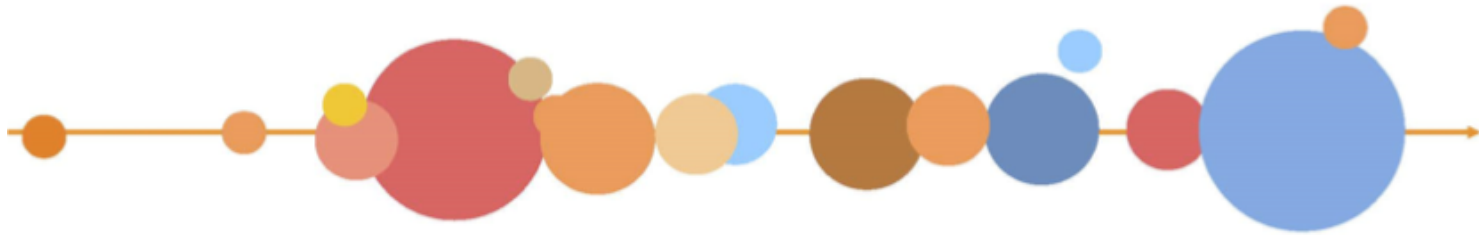


# *Collective Impact* workshop handouts

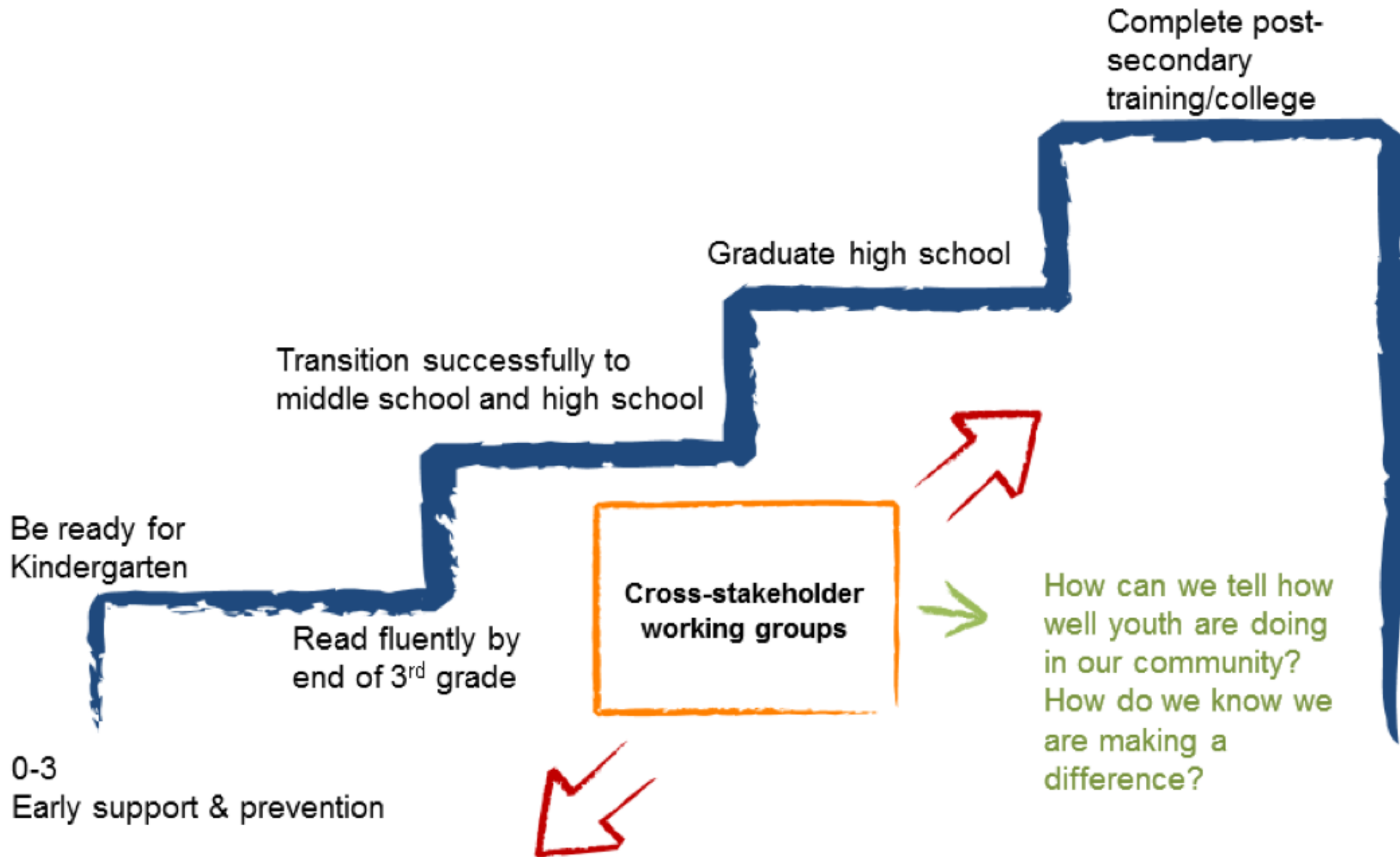


**Deb Halliday**  
Halliday & Associates

**p:** (406) 546-6991  
**e:** deb@debhalliday.com  
**t:** @deb\_halliday  
**w:** debhalliday.com

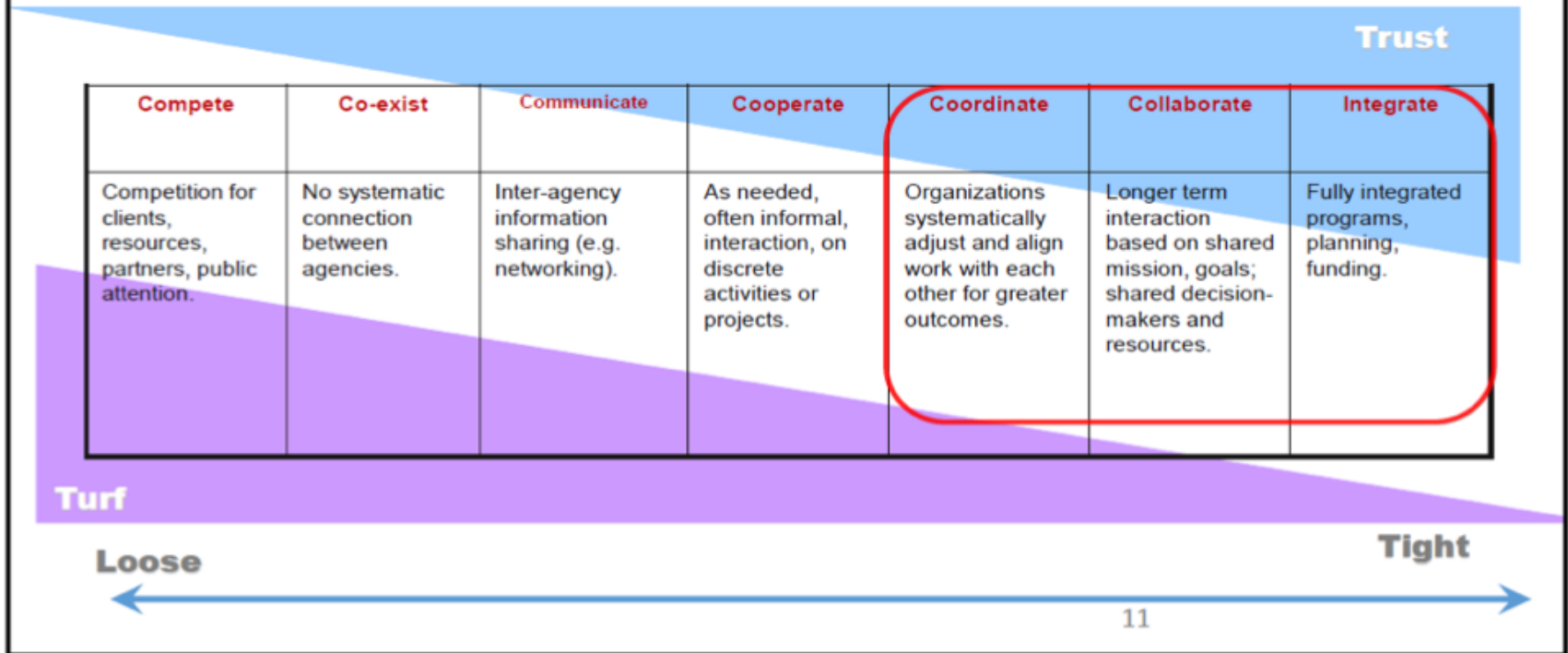
*Prepared for:*  
**Flathead Best Beginnings  
Community Council**  
March 6, 2018

# Cradle to Career Pathway



*Image adapted from Education NW*

# The Collaboration Spectrum



Think of a project that you're involved in, or have been involved in, that operated in the **red box**.

# 5 Conditions of Collective Impact

## Common Agenda

All participants have a **shared vision for change** including a common understanding of the problem and a joint approach to solving it through agreed upon actions

**Diverse Voices** \* **Responsive** \* **Community Aspiration**

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## Shared Measurement

**Collecting data and measuring results consistently** across all participants ensures efforts remain aligned and participants hold each other accountable

**Exploring** \* **Alignment** \* **Tracking Progress** \* **Results**

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## Mutually Reinforcing Activities

Participant activities must be **differentiated while still being coordinated** through a mutually reinforcing plan of action

**Weaving** \* **System** \* **Supportive** \* **Centered**

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## Continuous Communication

**Consistent and open communication** is needed across the many players to build trust, assure mutual objectives, and appreciate common motivation

**Trust** \* **Transparency** \* **Ongoing** \* **Engagement**

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## Backbone Support

Creating and managing collective impact requires a dedicated staff and a specific set of skills to **serve as the backbone for the entire initiative and coordinate participating organizations and agencies**

**Facilitate** \* **Convener** \* **Coordinate** \* **Movement**

# The 5 Conditions of Collective Impact – *Self Assessment*

Your Project: \_\_\_\_\_

**Common Agenda** *All the members of the team know and agree to why they meet.*

*Strongly Disagree* ----- *Strongly Agree*

**Shared Measurement** *Data is “at the center” of our team’s work – it informs where we started, where we want to go and how far we’ve come.*

*Strongly Disagree* ----- *Strongly Agree*

**Mutually Reinforcing Activities** *Each team member tries to align their organizational activities (projects, grant opportunities, events and celebrations) to support the efforts of the whole team’s goals.*

*Strongly Disagree* ----- *Strongly Agree*

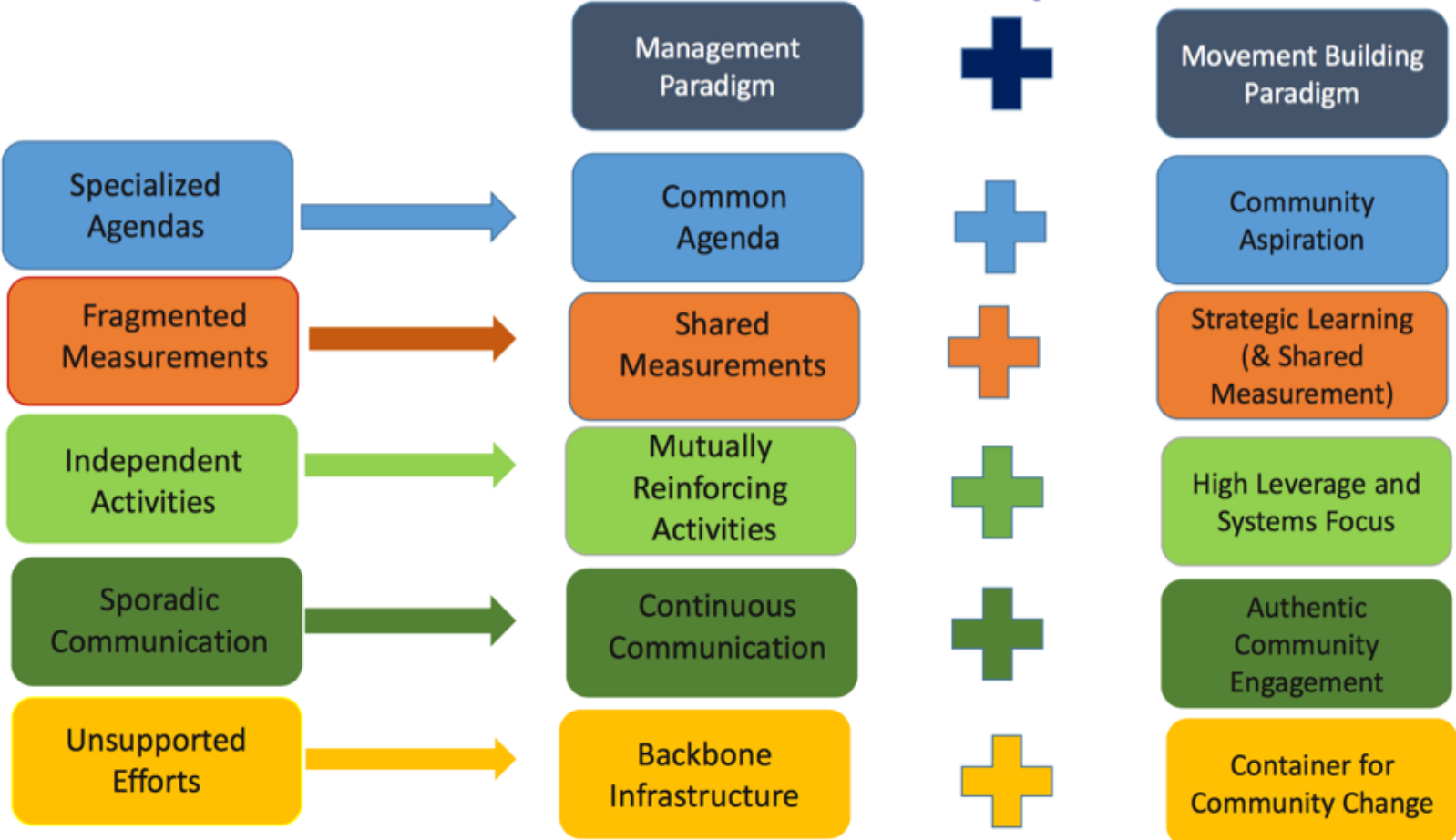
**Continuous Communication** *All team members feel “kept in the loop” about the vision and progress of the work and everyone feels able to share that information with others.*

*Strongly Disagree* ----- *Strongly Agree*

**Backbone Support** *There is an organization that is clearly responsible and has the capacity to ensure that the team comes together and is productive in its efforts.*

*Strongly Disagree* ----- *Strongly Agree*

# Six Shifts in Collective Impact



# Engagement continuum Know your table

Increasing Level of Engagement

Inform

Consult

Involve

Collaborate

Co-Lead

**Objective of the Approach**

To provide the public with balanced and objective information to assist them in understanding the problem, alternatives, or solutions

To gather feedback from targeted stakeholders on the project's goals, processes, shared metrics, or strategies for change

To work directly with stakeholders continuously to ensure that concerns are consistently understood and considered

To partner with stakeholders in each aspect of the decision including the development of alternatives and priorities

To place final decision-making in the hands of stakeholders so that they drive decisions and implementation of the work

**Examples**

- Email newsletters
- Send press releases announcing progress milestones

- Ask for input on initiative strategies
- Invite to small group or individual presentations about initiative

- Invite to join Working Groups or an advisory body for the initiative
- Partner in policy advocacy

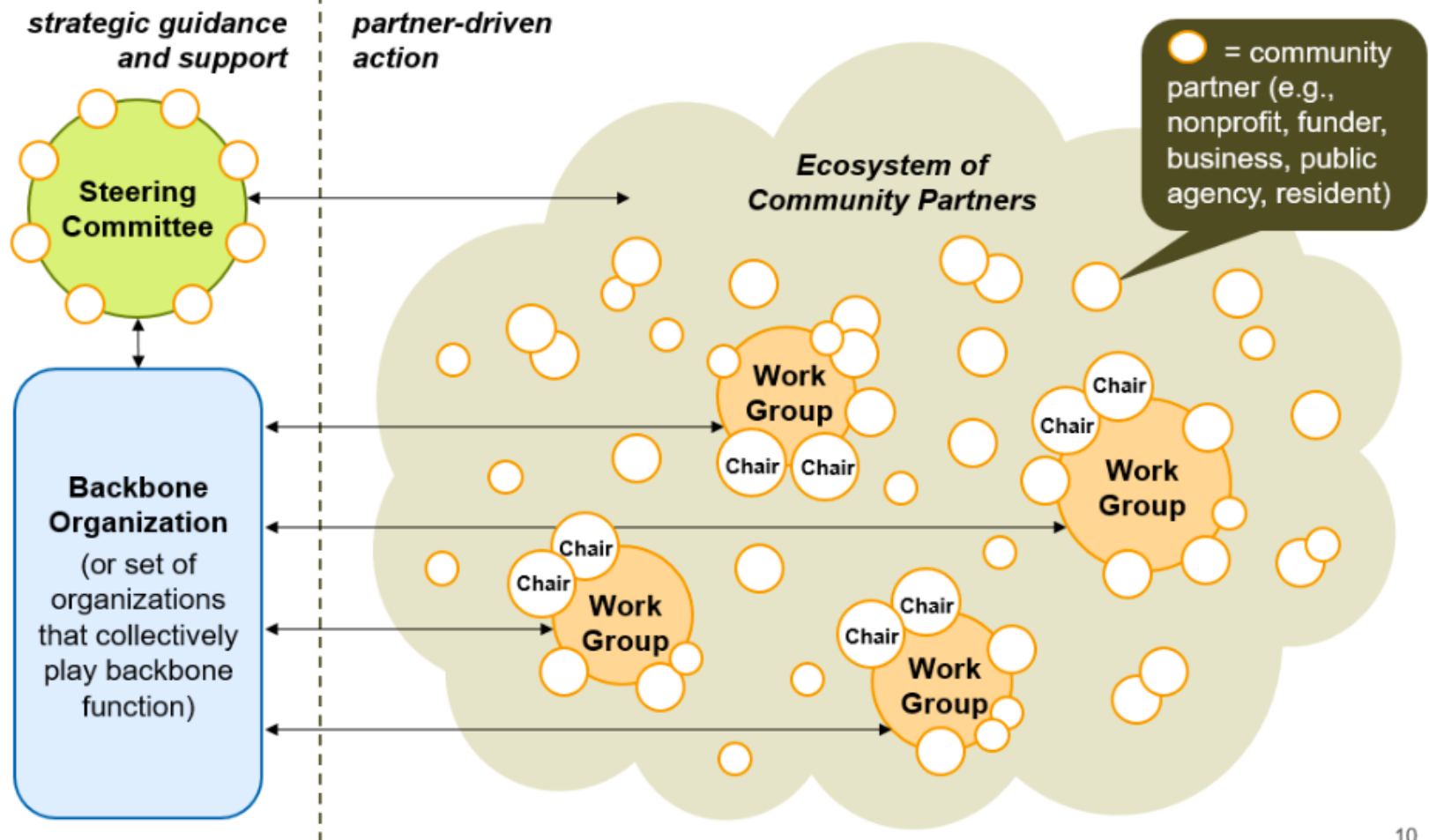
- Appoint to a leadership role on a Working Group to help shape strategies

- Invite to join the Steering Committee and/or similar body with decision making power in the initiative

In your project – What is the purpose of the group: are they there to inform, to involve? To collaborate? Does their purpose match your project goals? Why or why not?

# Collective Impact Infrastructure: Structuring for Intentionality and Uncertainty

## Common Agenda and Shared Metrics



<b>Components for Success</b>	<i>Phase I Assess Readiness</i>	<i>Phase II Initiate Action</i>	<i>Phase III Organize for Impact</i>	<i>Phase IV Begin Implementation</i>	<i>Phase V Sustain Action and Impact</i>
<b><u>Governance and infrastructure</u></b>	Convene community leaders	Identify champions and form cross-sector Steering Committee "SC" to guide the effort	Determine initial workgroups and plan backbone organization	Launch work groups "WGs" and select backbone organization	Building out the backbone organization; evolve WGs to meet emergent strategy
<b><u>Strategic planning</u></b>	Hold dialogue about issue, community context, and available resources	Map the landscape and use data to make case	Create common agenda, clear problem definition, population level goal	Develop Blueprint for Implementation; identify quick wins	Refine strategies; mobilize for quick wins
<b><u>Community engagement</u></b>	Determine community readiness; Create a community engagement plan	Begin outreach to community leaders	Incorporate community voice - gain community perspective and input around issue	Engage community more broadly and build public will	Continue engagement and conduct advocacy
<b><u>Evaluation and improvement</u></b>	Determine if there is consensus/urgency to move forward	Analyze baseline data to ID key issues and gaps	Develop high level shared metrics and/or strategies at SC level	Establish shared measures (indicators and approach) at SC and WG levels	Collect, track, and report progress (process to learn and improve)