



Five Stages of Collaboration

Networking	Cooperation	Coordination	Coalition	Collaboration
Aware of organization	Provides information to others	Shares information and resources	Shares ideas	Shared membership
Loosely defined roles	Somewhat defined roles	Defined roles	Shared resources	Shared resources
Little communication	Formal communication	Frequent communication	Frequent, prioritized communication	Frequent communication with mutual trust
Independent decisions	Independent decisions	Some shared decisions	Decisions made by vote	Consensus in decisions

Examples

Networking: Pre-ETS provider brings in flyers about American Job Centers (AJCs) to class

Cooperation: Pre-ETS provider calls AJC representative to ask in-depth questions about services provided

Coordination: Pre-ETS provider invites AJC representative to speak to class

Coalition: Pre-ETS provider invites American Job Center representative to speak to class quarterly on career development topics

Collaboration: Pre-ETS provider and AJC representative collaborate with other agencies on transition fair