

Collaboration

Effective implementation of evidence-based practices requires true collaboration among all stakeholders. This can be difficult in a system where individuals or agencies often work in “silos.” Yet collaboration is possible when there is a common goal—greater community well-being and safety—and an understanding that the goal can be reached only with the help of others. Ask yourself the following questions about your system’s EBP implementation efforts.

GETTING THE RIGHT PEOPLE TO THE TABLE

- Identify what is in it for them.
- Establish common and overlapping goals.
- Develop relationships or tap into already established ones.
- Schedule success-oriented meetings.

Do you have the right people at the table?	Include key decision makers and stakeholders, and involve people from all levels, to provide diverse perspectives.	 YES
Do you have an effective, collaborative leader?	An effective leader is willing to take risks; is an eager listener; is able to share knowledge, power, and credit; and is principled, passionate, and optimistic.	 YES
Is there a shared vision uniting all stakeholders?	A collaborative team has a clear and compelling vision, a common goal, and unified commitment.	 YES
What steps have to been taken to help establish a collaborative climate?	Ground rules help establish a climate of trust and communication, where everyone’s ideas are valued regardless of roles or power.	 YES
Is the structure of the team’s operations results-driven?	There are clear agendas, well-defined roles and responsibilities, standards of excellence, and processes to hold team members accountable.	 YES
Is there a commitment to educating the team and agency staff on evidence-based practices?	There is a clear goal of developing competent team members by ensuring everyone is provided with appropriate training and resources.	 YES
Is there a mechanism to collect and share systemwide performance data with team members?	Data is collected, analyzed, and distributed regularly to team members.	 YES

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“**COLLABORATION** is the exchange of information, the altering of activities, the sharing of resources, and the enhancement of the capacity of another for the mutual benefit of all and to achieve a **COMMON PURPOSE**.”

—Chris Huxman, *Collaborative Advantages*