



Five Degrees of working in partnership

Think about where your partnership (or partnerships) sits on the range below. More than one type may be present across an established partnership.

- How are partnership objectives best served by the different degrees of partnership?
- What areas do you need to concentrate on, say, Co-ordination, and where do you need to move to Collaboration or Co-ownership?

Co-existence	Example : students in a dormitory	"You stay on your turf and I'll stay on mine."
Co-operation	Example : students in a shared house	"I'll lend you a hand when I can."
Co-ordination	Example : A couple living together	"We need to adjust what we do to avoid overlap and confusion."
Collaboration	Example : A married couple	"Let's work on this together."
Co-ownership	Married couple with Children	"We feel totally and mutually responsible."

Co-existence may be a rational solution - where clarity is brought to who does what and with whom.

Co-operation is often a pre-requisite of further degrees of partnership, where there is early recognition of mutual benefits and opportunities to work together. A loose alliance with a mutual offer of support.

Co-ordination is where the parties accept the need to make some changes to improve services/ activities from a user/ customer/ community perspective and make better use of their own resources.

Collaboration is where the parties agree to work together on strategies or projects, where each contributes to achieve a shared goal. Some sharing of resources.

Co-ownership is where the parties commit themselves wholly to achieving a common vision, making significant changes in what they do and how they do it, and usually form pooled budgets

TOP TIPS & KEY QUESTIONS

- Which description (degree) best describes your partnership?
- Would all members share your view?
- Is this the most appropriate form for your partnership?
- Where should the partnership be?
- What needs to change?
- How will the change be achieved?

