

Five Good Ideas on how to become a collaborative organization

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Questions from the audience

[The Collaborative Nonprofit](#) – Is a tool kit for boards of directors and senior staff to assess their collaborative culture, current collaborative engagement and to improve collaborative outcomes. The toolkit was developed as a partnership between the [Tamarack Institute](#) and [Ignite NPS](#).

Relationship dynamics and partnership building

How to build better relationships with organizations that might be resistant to collaborating or with diverse and unlikely partners?

The key is to find out more about their purpose, what drives them and see how your organization's purposes intersect. That's the beginning of creating a shared and compelling vision. See: Collaboration Under Strain <https://millebojer.medium.com/collaboration-under-strain-5c7b178b3b0f>

It also is important to look inward at your own culture, which may be enabling or blocking successful collaborations. For example, this can be helpful if there is a real or perceived sense of power imbalance.

Here are a few tools that can help you uncover your culture as well as glimpse into another organization to see where there might be convergence and divergence. See: [Foster your Organization's Culture of Collaboration](#); Lead the organization to Successful Collaboration: <https://316071.hs-sites.com/hubfs/The%20Collaborative%20Non-profit/Lead%20the%20Organization%20to%20Successful%20Collaborations.pdf?hsCtaAttrib=190373517106> .

Mapping your ecosystem can help get a sense of where you might have shared purpose with other organizations. [Map your organization's collaboration ecosystem](#)

This checklist can help ensure you're doing the right things as you explore potential collaborations: [Checklist for Collaboration Success Factors](#)

Strategy & roadmap to build collaboration between mainstream agencies and grassroots agencies who serve specific populations?

One of the key strategic priorities should be to find common cause, including a vision and purpose for the collaboration that bridges the different interests and capacities of the participating organizations. If you do this work upfront, then you'll save time down the road when conflicts might emerge. This assessment tool can give you a checklist of the kinds of things to look for: <https://316071.hs-sites.com/hubfs/The%20Collaborative%20Non-profit/Assess%20Your%20Collaborations%20-%20Explore%2c%20Commit%2c%20Continue%20or%20Exit.pdf?hsCtaAttrib=190045031318>

You can map your organization or collaboration's so you can visualize how everyone fits. [Map your organization's collaboration ecosystem.](#)

This description of the keys to success in collaborations can guide your strategies: [Checklist of Collaboration Success Factors.](#)

You might also find these resources helpful:

- Collaboration Coach: <https://collaborationcoach.ca/>
- Collaborative Governance and Leadership series - <https://www.tamarackcommunity.ca/articles/collaborative-leadership-and-governance-article-series>

Do you see funders encouraging collaboration as a help (incentive) or hindrance (feeling forced to do something too soon)?

Both can happen. But collaborations which are forced are rarely successful.

For a funder to help, they need to understand their own motivation for why the collaboration is a good idea – what are the outcomes they hope to achieve and do they clearly align with the interests and capacities of potential collaborative partners. These assessment tools can help: [assessing collaborations.](#)

The funder can also explore their own values, mindsets and leadership attributes and determine if they are enabling or a hinderance to collaboration: [Foster your Organization's Culture of Collaboration;](#)

Another way a funder can be helpful is to appreciate the key success factors that make collaborations work: [Checklist of Collaboration Success Factors.](#)

What would you say in particular to non-profit housing providers?

[The Collaborative Organization](#) resources are applicable to all types of nonprofit organizations.

I'd like to understand more about the dynamics and power and resource sharing within collaborative spaces and partnerships.

Our tools don't directly address resource sharing, but you might find these helpful:

Explore your own culture so you can find alignment with others: [Foster your Organization's Culture of Collaboration](#)

Map your organization's ecosystem [Map your organization's collaboration ecosystem](#)

Assess alignment with your organization and it's potential or existing collaborations: [Assess your collaborations: Explore, Commit, Continue or Exit](#)

Appreciate the keys to successful collaborations: [Checklist of Collaboration Success Factors](#)

Collaboration Coach: <https://collaborationcoach.ca/>

Governance, structure, and operations

Interested in hearing about project management approaches and other tactics for working collaboratively across different organizations

Our tools don't specifically dig into project management but our website covers the key areas an organization needs to address in order to be a good collaborative partner, including fostering an enabling culture, creating a shared understanding, assessing and monitoring potential and existing collaborations and providing the appropriate organizational supports: [The Collaborative Nonprofit](#)

You might also find these two resources helpful:

- Collaboration Coach: <https://collaborationcoach.ca/>
- Collaborative Governance and Leadership series - <https://www.tamarackcommunity.ca/articles/collaborative-leadership-and-governance-article-series>

MOUs — at what stage to create them and appropriate content; questions on promotions and registrations for collaborative events

- Once the collaborative table has agreed on certain principles, [an MOU document](#) can be drafted. MOUs are useful as living documents which can shift and change as the collaboration matures.

What is your definition of collaboration?

This resource describes what is meant by collaboration and its different forms as well as the benefits and challenges: [Collaboration: The Case, The Context and The Impact](#):

How can collaborations handle the risks when partners have different levels of AI readiness?

[Mitigate the Risks of Collaboration](#): This tool provides a risk checklist for the organization. Organizations with different levels of AI can share their AI policies with each other and determine how to collectively address and/or mitigate this risk.

How do you effectively balance a collaborative approach with the need for efficiency, organizational agility, and responsiveness?

This tool describes the key elements of culture that enable successful collaboration, which include a laser focus on purpose, along with agility and authentic relationship building: [Foster your Organization's Culture of Collaboration](#).

This tool provides assessment checklists to ensure the organization is participating in the right collaborations: [assessing collaborations](#).

This tool can be used to assess the current context of collaboration within the organization and determine if there is an opportunity for collaboration or if the organization is experiencing collaboration overload [Map your organization's collaboration ecosystem](#).

This tool might also be helpful: Collaboration Coach: <https://collaborationcoach.ca/>

Tools and team culture

What are the best practices for regular, consistent team building with a hybrid workforce?

[Reflect on your organization's collaboration culture](#): This checklist can be used to assess the organization's approach to collaboration by responding to each statement as a true or false statement. The statements also provide opportunities for reflection about

collaboration culture best practices across an organization and can be applied to hybrid workforces through a consistent application.