

# FORMS AND FUNCTIONS OF COLLECTIVE WORK

## *Building Power for Breakthrough Social Change*

Continuum of Formality, Complexity, Risk, and Integration →

	<i>network</i> → <i>affiliation</i> → <i>coalition</i> → <i>strategic alliance</i> → <i>merger</i>				
PURPOSE	Communication	Cooperation	Coordination	Collaboration	Convergence
Information Exchange	Fully autonomous.	Working agreements to share information and support each other's work.	Aligned or co-sponsored activities, services, or campaigns in pursuit of common goals.	Relinquish some autonomy for collective purpose and integrated strategies. Opportunity for synergy and adaptive change.	Relinquish autonomy and unite within an integrated, seamless structure.
Mutual Support					
Joint Effort					
Shared Vision and Goals					
Consolidated Mission and/or Structure					

Adapted by OpenSource Leadership Strategies, Inc.  
[www.opensourceleadership.com](http://www.opensourceleadership.com)

from National Community Development Institute, Institute for Conservation Leadership, Audrey Alvarado and Isabel Lopez, Darlyne Bailey and Kelly McNally Koney, and other sources.