

# Working In Coalition: Some Principles to Assure Effective Functioning

## Shared Vision

Vision is the starting point

We re-vision periodically

The vision represents the personal visions of a broad range of stakeholders

## Inclusivity and Participation



Membership is open, representative, culturally diverse

Meetings are user-friendly

Membership is balanced between community and agency

Workload is shared

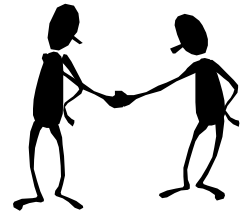
## Open, Shared and Informed Decision Making

Everyone knows how decisions are made and participates in decision-making

We use consensus as a decision-making tool

We collect data and use it to make informed decisions

We can resolve conflict



## Effective Communication

We communicate well with each other and the community at large

Information is freely shared

We have a communications plan

We are known in the community

The results of our work are shared with the larger community

## Facilitative Leadership

Leadership is shared

Capacities are recognized and used

Ideas of all members are heard and respected

We celebrate success

New members can take on leadership roles