From Cooperation to Collaboration

Cooperation	Coordination	Collaboration
Short term	Longer term	Long term
Informal Relations	More formal relationships	More pervasive relationship
No clearly defined mission	Understand mission	Commitment to a common mission
No defined structure	Focus on a specific effort or program	Results in a new structure
No planning effort	Some Planning	Comprehensive planning
Partners share information about the project at hand	Open communication channels	Well defined communication channels a all levels
Individuals retain authority	Authority still retained by individuals	Collaborative structure determines authority
Resources are maintained separately	Resources and rewards are shared	Resources are shared
No Risk	Power can be an issue	Greater risk: power is an issue
Lower intensity	Some intensity	Higher intensity
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informal, no goals are defined jointly, no planning together, information is shared as needed.	some planning is required and more communication, thus, a closer working relationship is developed.	-working together, having shared commitment and goals, developed in partnership. Leadership, resources, risk, control and results are shared. More accomplished than could have been individually.

adapted from the AASL "Collaboration" brocure, Fall 1996

Based on research done by Winer & Ray, 1994, Collaboration Handbook: Creating, Sustaining and Enjoying the Journey.