



FACT SHEET

BARRIERS & CHALLENGES OF COLLABORATION & COMMUNITY CHANGE

What barriers hinder successful development/maintenance of collaboration?

Several barriers that hinder successful development and maintenance of collaboration have been identified in the literature and include both internal and external conditions.

Internal Barriers	External Barriers
<ul style="list-style-type: none"> • Issues between partners <ul style="list-style-type: none"> – Conflict or bureaucratic issues – Poor communication/information sharing – Lack of trust and understanding – Lack of clarity of roles/responsibilities – Power inequalities • Lack or loss of funding/resources • Lack of expertise or information • Lack of strong leadership • Lack of a collective front, vision, or goals • Frequent reorganization or staff turnover 	<ul style="list-style-type: none"> • Bureaucratic issues with outside organizations • Resistance by outside organizations • Conflict between the collaboration and outside organizations

What are some inherent challenges in the work of CCIs?

Similarly, there are many challenges inherent in the work of CCIs that pertain mostly to defining and sustaining the work. Some of the most common include:

- Developing a common language
- Managing activities among several organizations with varying capacities/resources
- Working with organizations with varying philosophies, backgrounds, and expertise
- Finding ways to work together to produce internal alignment and reinforcing activities
- Sustaining the work and efforts of CCIs





What elements should be in place to help sustain collaboration and community change?

Despite the difficulty of sustaining the work and efforts of CCIs, some key elements have been identified as contributing to the sustainability of collaboration and community change. These include:

- Organic, bottom-up, and voluntary or needs-based approaches to collaboration (as opposed to mandated)
- Lasting funding and appropriate funding models
 - Funding models that support long-term processes of social change and focus on performance objectives rather than particular solutions developed in advance
- A lasting common goal or vision and collective accountability for this goal

NOTE. Information in this Fact Sheet comes from the following references: Butterfield et al., 2004; Hanleybrown et al., 2012; Kania & Kramer, 2011, 2013; Kubisch et al., 2010; London, 2012; Roberts & O'Connor, n.d.; Sloper, 2004; Varda et al., 2012.



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