



# Collaboration

## VALUE STATEMENT

*"We believe we are stronger  
when we work together"*





## OUR COMMITMENT

The Waterloo Region Crime Prevention Council (WRCPC) is committed to mobilizing the efforts of community in reducing and preventing crime, victimization and fear of crime. In doing so, we strive to enhance the safety and well-being of everyone. To achieve this outcome our actions must be collaborative; crime prevention cannot be done alone or in isolation. The WRCPC believes that “we are stronger when we work together.”

In April 2013, the WRCPC and Friends of Crime Prevention met to have a dialogue about the importance of collaboration, especially in times of resource constraints. Together we agreed that:

### **Good Collaboration is Reciprocity in Motion**

Good collaboration is a deliberate process where all partners work equitably, as one entity and towards a common goal with mutual commitments, responsibilities, risks, and benefits for all involved.

### **Good Collaboration is Guided by Clear Values**

Good collaboration is grounded in shared values and principles that guide behaviours and decision-making and create accountability.

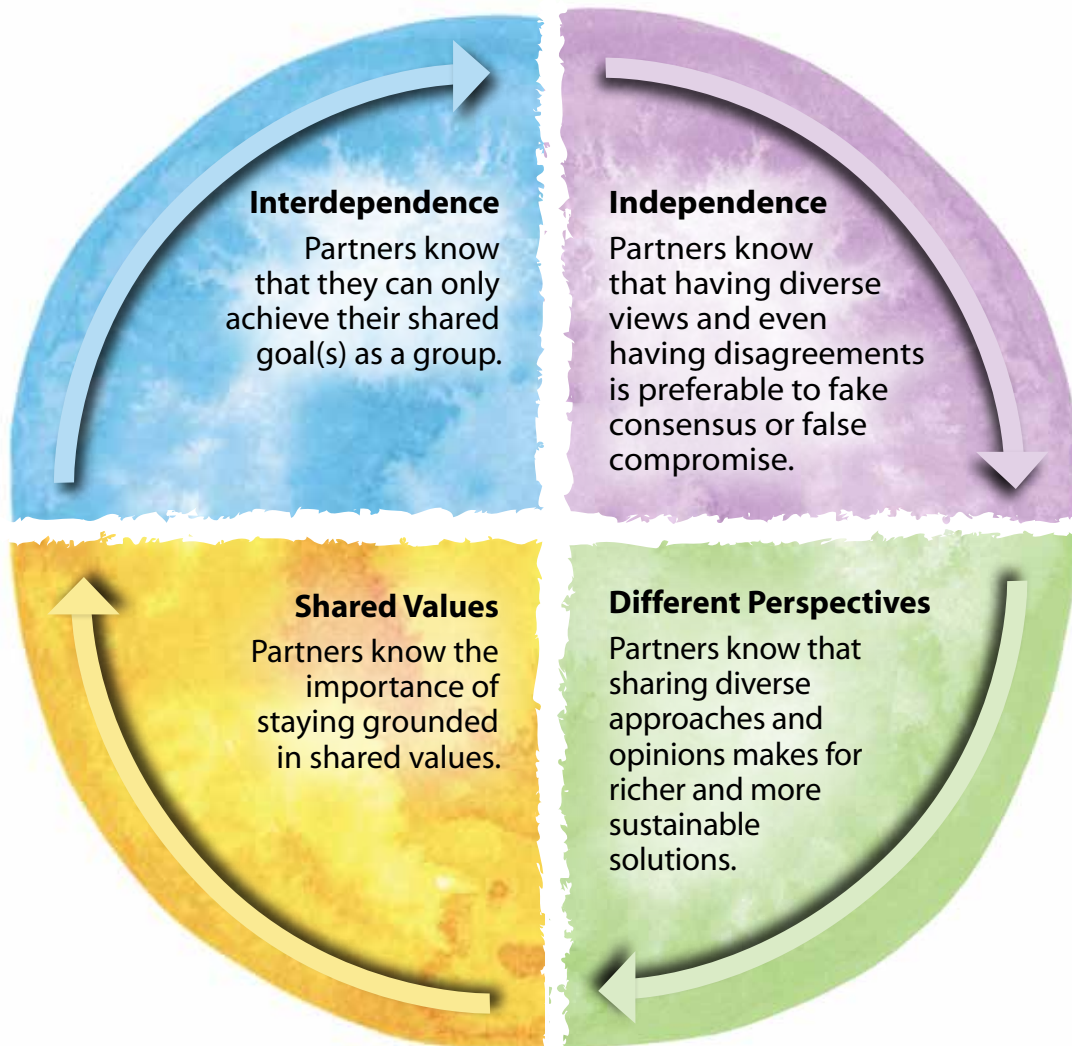
*“Behind every great person...  
are a bunch of other people.”*

Unknown



# FUNDAMENTAL PRINCIPLES OF GOOD COLLABORATION

Successful collaboration has the following fundamental aspects:



These aspects are interdependent and cannot alone achieve good collaboration. Diminishing one core principle diminishes all. Enhancing one enhances all.

*"The whole is greater than the sum of its parts."*

Aristotle



## CORE VALUES OF GOOD COLLABORATION

The Crime Prevention Council identified the following **CORE VALUES** as necessary for good collaboration. These core values are expected to be followed as a best practice by WRCPC members, employees, friends and others who work in partnership with the Council.



The WRCPC defined these core values and described the associated individual behaviour one might expect to see by those who live these values. These core values, while not exhaustive, serve as a self assessment tool, first and foremost. They can also be used for clarifying expectations and ensuring accountability.

*"Unity is strength...when there is teamwork and collaboration, wonderful things can be achieved."*

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Mattie Stepanek



## Accountability

**Accountability** means taking ownership with integrity, for one's thoughts, words and actions.

### As an individual:

- Your behaviour within the group mirrors your behaviour away from the group.
- Leave your ego at the door.
- Acknowledge your mistakes.

### As a group:

- Respect the limitations, scope and constraints of the collaborative work.
- Identify clear benefits and goals of the collaborative work.

Lack of accountability may lead to mistrust, lack of individual ownership; lack of group unity.

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## Authenticity

**Authenticity** is demonstrated by honesty, the courage to speak truth to power, and being respectful. Authenticity also includes transparency, which means all partners are clear about their reasons for being there. There are no hidden agendas.

### As an individual:

- Identify and offer expertise, skills and experience to the best of your ability.
- Identify your limitations.
- Be truthful and transparent in your actions.

### As a group:

- Speak the same way in and outside the group.
- Offer each individual an equal voice.

Lack of authenticity may lead to dishonesty, fear to speak up, and mission creep; lack of trust in the integrity of the council.

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## Commitment & Active Participation

**Commitment & Active Participation** means having a strong desire and taking action towards a shared goal and having the courage to act despite obstacles.


### As an individual:

- Contribute to the greater goal to the best of your capacities.
- Be physically and mentally present during meetings.

### As a group:

- Identify the role of each person within the group in order to maximize desire and capacity to participate.
- Value each other's contributions.

Lack of commitment & active participation may lead to an inability to deliver the intended outcome; frustration and demotivation.





## Give & Take

**Give & Take** Sharing and creating thoughtful compromises are signs of commitment to a common goal to serve the community as a whole.

### As an individual:

- Seek to understand as much as you want to be understood.
- Invest trust to get trust.
- Focus on the common goals for the common tasks.

### As a group:

- Identify the benefits and the goals of the collaboration.
- Strive to achieve the best outcome for everyone involved.

Lack of give & take may lead to resentment from others in the group; lack of confidence in the final product.

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## Respect for Diversity

**Respect for Diversity** means understanding, acknowledging, and respecting differences.

### As an individual:

- Keep an open mind and not see difference as an obstacle.
- Listen closely and seek to understand.

### As a group:

- Respect the unique abilities and expertise of each group member.
- Commit to making tough discussions at the table when they are needed, but to keep group conflict within the group.

Lack of respect for diversity may lead to alienation and lack of engagement; decreased representation of diverse groups and interests.

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## Respect for Process

**Respect for Process** means understanding, acknowledging and engaging in a thoughtful course of action that is clear to all involved and clear about members' roles and abilities.

### As an individual:

- Step out of your comfort zone.
- Be patient and respect the timelines of the group.
- Keep your promises or explain why you changed your course of action.

### As a group:

- Check in regularly on the decision-making process.
- Encourage feedback and confront behaviours that have a negative impact.
- Respect the group as one entity.

Lack of respect for process may lead to inability to attract new group members; mistrust in the finished product; a final product that is not representative of the diversity of the group.



# THE BENEFITS OF GOOD COLLABORATION

Good collaboration achieves  
**BETTER OUTCOMES**  
in the following areas:

## Engaged Members

Collaboration leads to engaged and empowered members and increased community buy-in.

## Collective Capacity

Collaboration leads to greater synergy which increases the collective capacity to solve complex problems.

## Strong Relationships

Collaboration leads to strong relationships grounded in trust, honesty and respect.

## Maximized Resources

Collaboration leads to maximized resources and greater overall impact.

## Healthy Communities

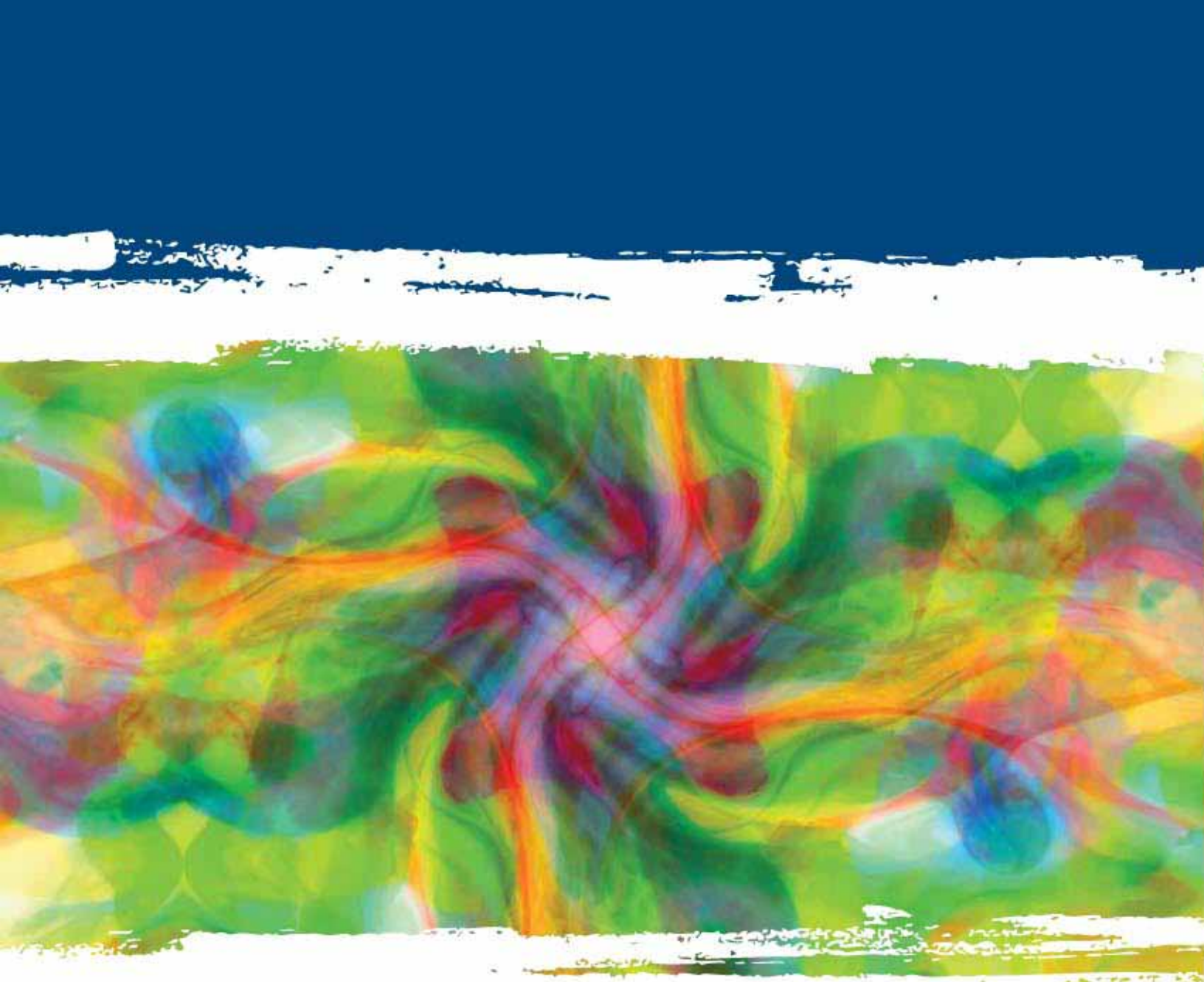
Collaboration creates healthy and vigorous communities.

*"Alone we can do so little; together we can do so much."*

— Helen Keller

*"...Learning to collaborate is part of equipping yourself for effectiveness, problem solving, innovation and life-long learning."*

— Don Tapscott



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