



Models for Land Trust Collaboration
Learning Collaborative
May/June 2021

Agenda

- Session 1:
 - Motivations and reservations
 - The collaboration continuum: Defining focus for this workshop
 - Overview of some principles
- Session 2:
 - Examples & lessons learned
- Session 3:
 - Your next steps....vision and objectives
 - Ideas for additional resources/supports

Today

- Introductions: Organization, role, and what drew you
- Ground rules and expectations
- Defining our focus
- Thresholds: When does collegial advice, networking or project-by-project collaboration rise to level of needing formalization?
- Discussion (referencing self-assessment):
 - What motivates collaboration? What are its potential upsides?
 - What inhibits it? What are its potential downsides?
- Overview of some principles

There are many kinds of partnerships.

Our focus:

Is:

- **May be on-going or time-limited**
- **Funds or other assets are exchanged, transferred or shared**

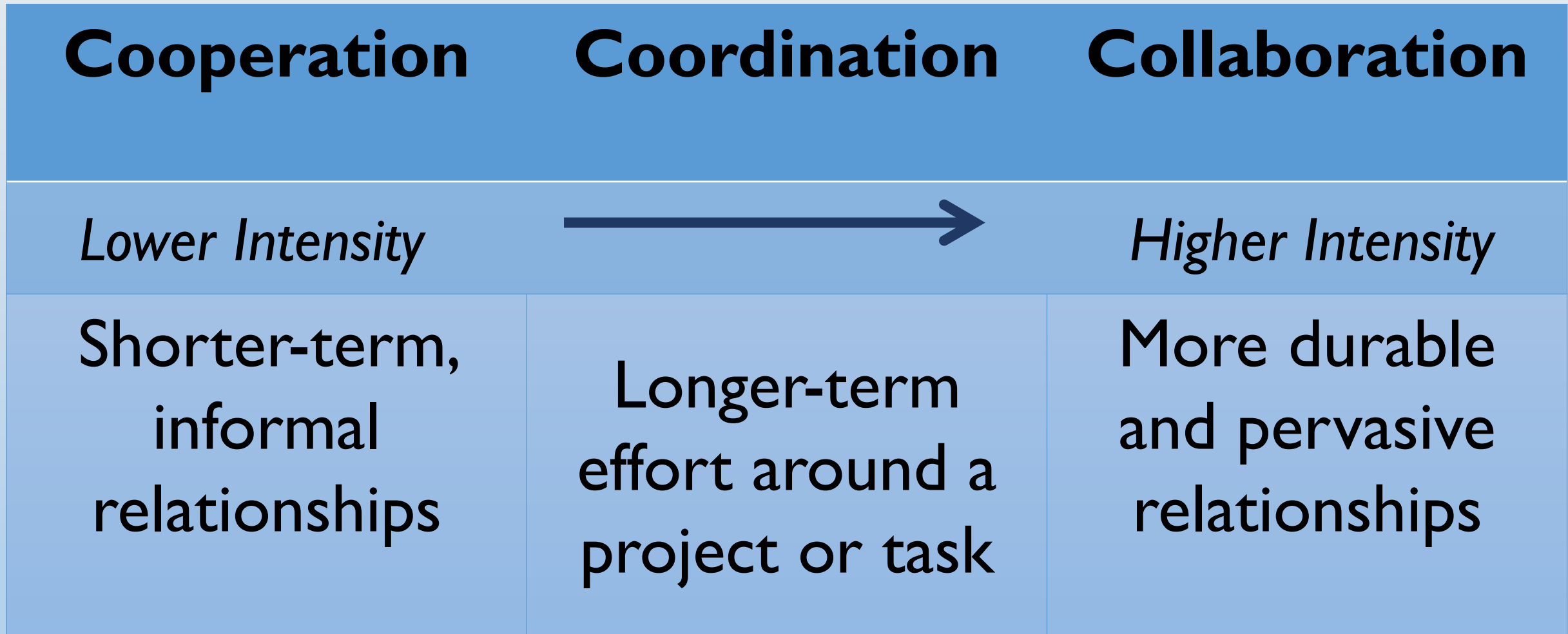
Is not:

- **Collegial advice or assistance**
- **Networks or coalitions w/o exchange of assets**
- **Individual projects where parties play defined, discrete roles**

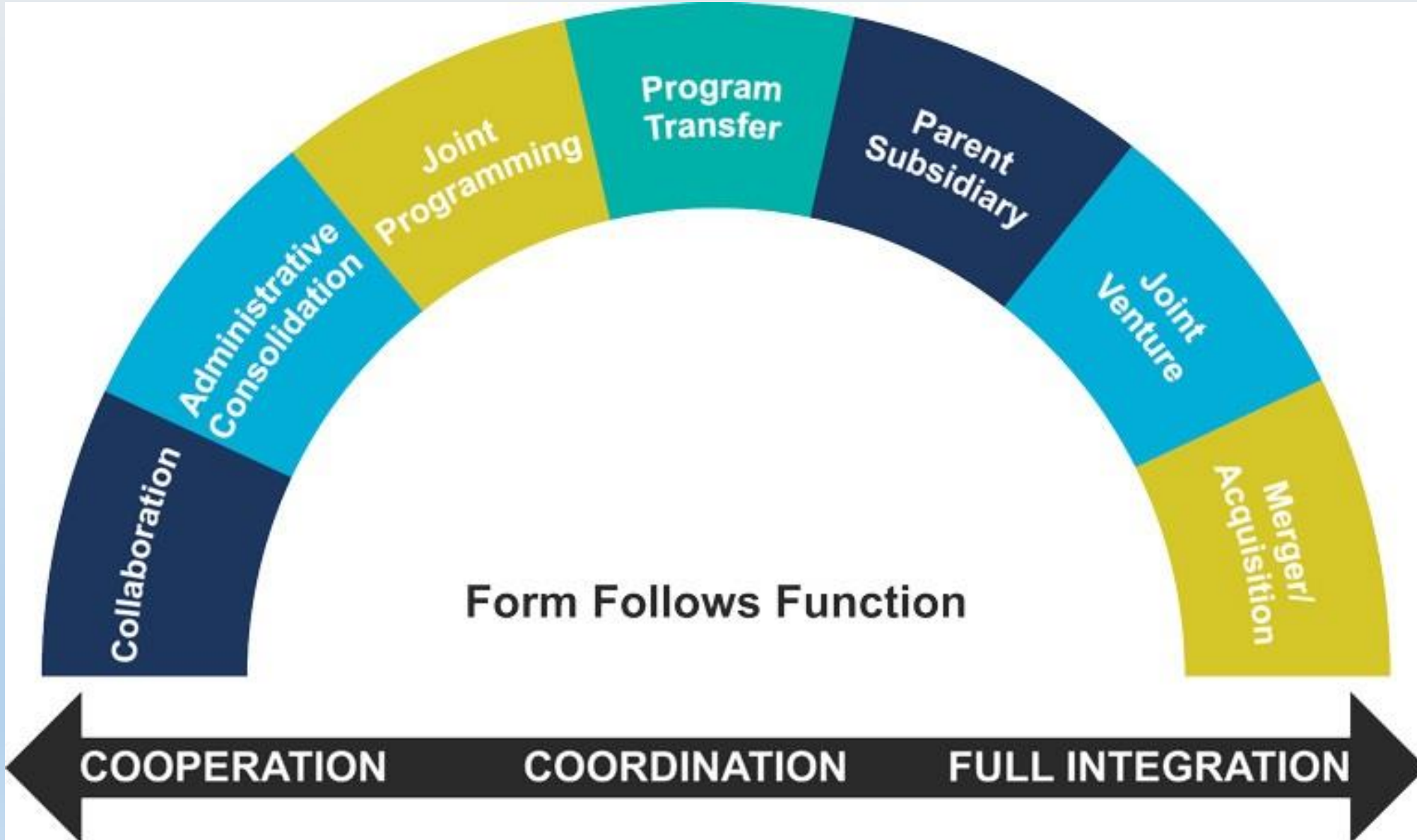
Collaboration Spectrum



Collaboration Spectrum, another view



Top End of the Collaboration Spectrum



Strategic Approach to Partnerships

Define objectives and capacity gaps

Identify and screen potential partners

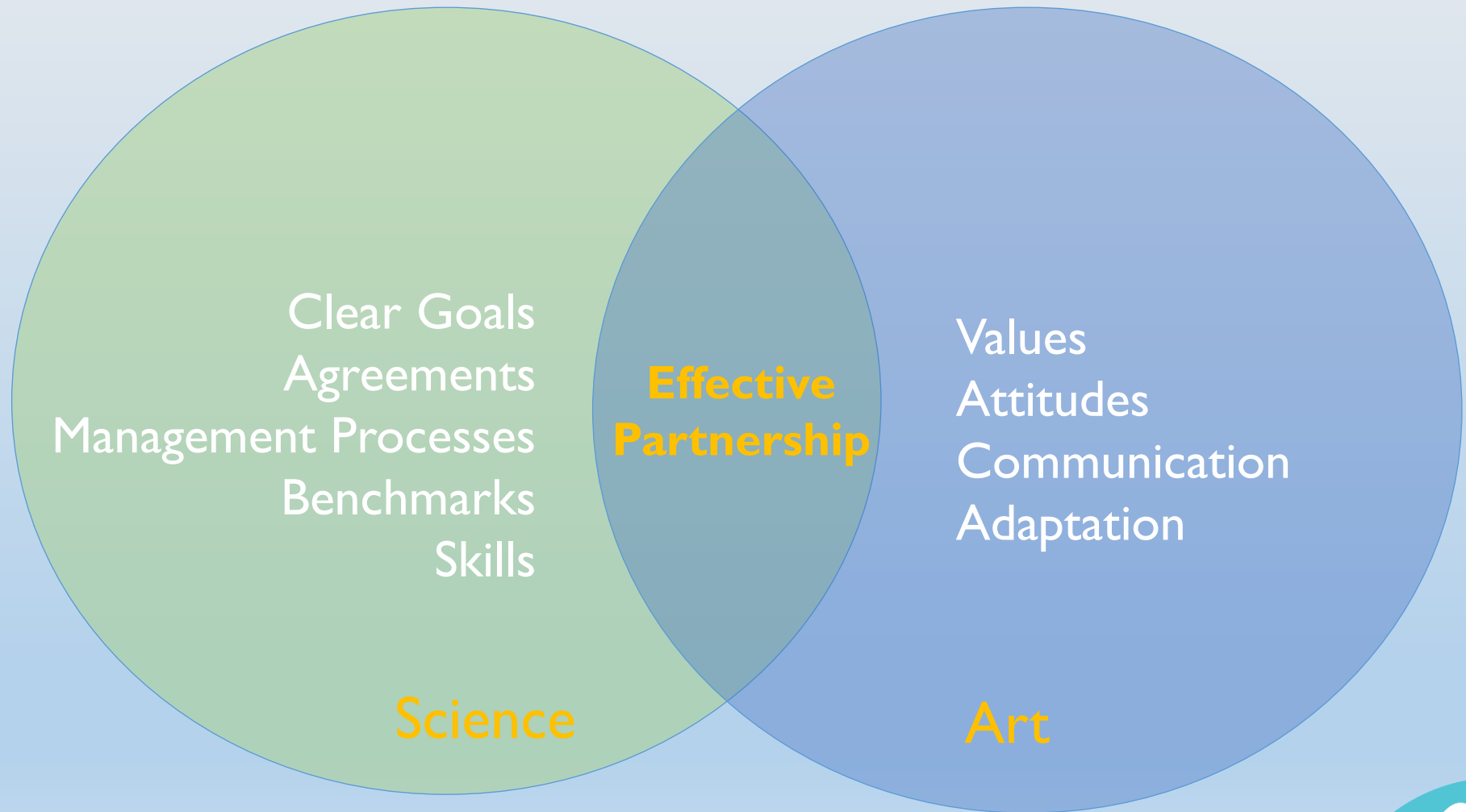
Due diligence

Negotiate specific agreements

Monitor and measure effectiveness

Adapt, improve or conclude

What does it take?



Are you ready?

- **Clear goals ?**
- **Defined gaps in capacity ?**
- **Clear on what you have to offer ?**
- **Necessary time and resources ?**
- **Right skills, attitudes and values ?**

Reservations / Downsides

- Incompatible cultures or personalities
- Own organization needs to focus on own stability (“put your own mask on first”)
- Concern that partner’s reputation or perceived weaknesses will adversely affect your own
- Feeling that brand or identity will be lost or subsumed
- Lack of trust -- partner fails to live up to promises
- Required effort and resources exceed potential benefits
- Assumptions prove erroneous in significant ways
- Motivate has shifted for one or both partners so no longer makes sense

Adapting, Improving, Concluding

- **Consider starting with a smaller, short-term projects to explore the suitability of the fit**
- **Set incremental benchmarks for success**
- **Review progress regularly**
- **Keep communication flowing; address conflicts right away**
- **Plan for the end from the very beginning**

Measuring Success

- **Changes in capacity of one or both partners**
- **Changes in partnership skills/experience**
- **Implementation of partnership activities**
- **Outcomes of activities**
- **Health of partner relations**