Essential Elements of Collaboration
Building an Inclusive Community of Practice with *4 Simple Questions*

Persistent problems of implementation remain challenging because they require crossing many boundaries to ensure progress in practice. Issues are complex, interconnected, and can look different from the perspective of various implementers.

In these situations, we encourage leaders to use 4 simple questions:

1. *Who cares about this issue and why?*

Answering this question permits leaders to think beyond their personal/professional aspect or role and to develop a 'big picture' of the issue in practice.

Who cares?	*Why do they care?*
List by role, organization, position, name, etc.	*Note connection to the issue*

2. *What work is already underway separately?*

Recognizing the work of others is critical to developing allies. Respecting the history that others have on an issue is critical to engagement.

Organization/Group	*Initiative/Document/ Tool*	*Unique vocabulary/difference in perspective*	*Value to Our Common Interest*
Note name of organization/group	*Note title of initiative/document/tool*	*Note any unique identifiers known relative to this group*	*Note value this group brings to the table*

3. What shared work could unite us?

Relationship building takes time! Shared activities make a start and lead to bigger opportunities.

Activities that might have value	For specific groups	For all groups
Select from below and/or add others		
Defining a shared problem		
Information exchanges		
Productive inquires		
Joint events		
Mapping resources		
Developing shared messages		
Etc.		

4. How can we deepen our connections?

A single outreach won't yield much when we want to change practice; interactions must be ongoing. Remember: If a group is important to our outcomes; they aren't any less important because they don't accept our invitations. Keep inviting!

Group	How can we support and connect to their work on this issue?	How can they support and connect to our work on this issue?
List identified groups	Note activity(ies) most likely to be effective	Note activity(ies) most likely to be effective