



TOOL | MAPPING COLLECTIVE IMPACT ROLES

***Pre-conditions:** Does your Collective have Adequate Resources?*

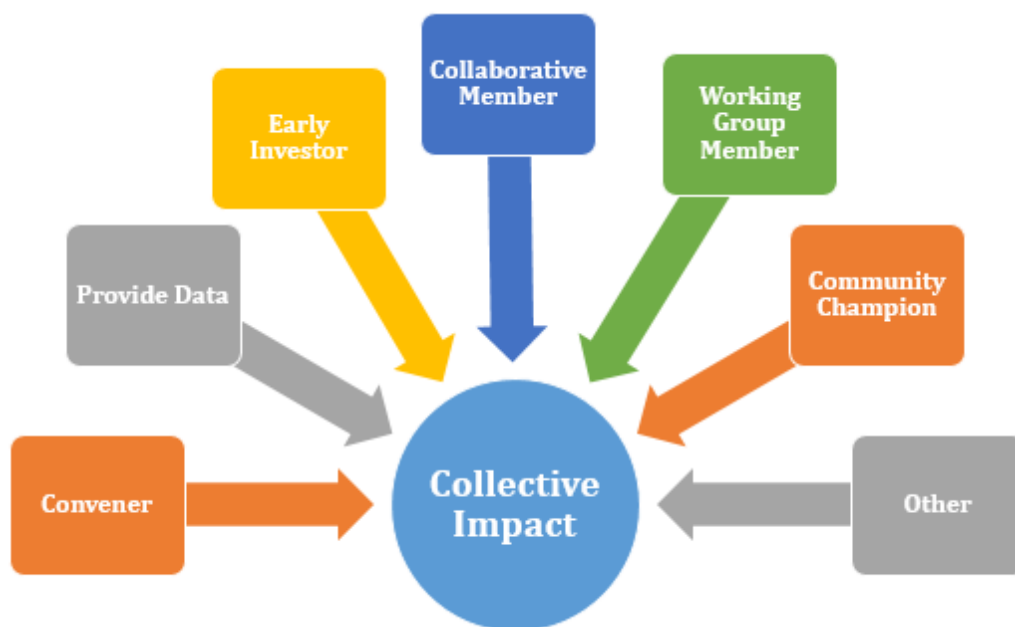
There are three pre-conditions of Collective Impact: Influential Champions; Urgency of Issue; and Adequate Resources. Together, these pre-conditions identify three community elements that determine the success of a Collective Impact effort. A good assessment of these conditions enables groups to undertake the groundwork needed to build awareness, and ultimately momentum, around its issue.

TOOL DESCRIPTION:

This worksheet is designed to assess how best to utilize the skills of your team, volunteers and partners. It also helps to identify human resource gaps and enable you to consider options to strategically recruit new talent. This assessment is very important at the start of a new initiative, but it is also valuable to undertake at key points during your Collective Impact journey.

TOOL HOW TO:

- Step 1.** – As a group use the worksheet on the next page to document both the skills and resources that your team currently have in place and also the resources you will need to nurture the success of your Collective Impact initiative. (15min)
- Step 2.** – Consider your current Collective Impact effort and determine any additional roles that could be added to assist the implementation your work. Add those roles to the bottom of the worksheet under the other category. (15min)
- Step 3.** – Add the names of individuals and/or organizations now engaged in a collective impact initiative who could potentially fill the roles identified on the worksheet. (15 min)
- Step 4.** – Assess your team’s current strengths and weaknesses and develop strategies to help you fill leadership gaps in your collective impact effort. (15 min)



TOOL DEBRIEF:

Using the completed tool, create a plan that will help your group to identify roles fill in the gaps that you have.

Mapping our Collective Impact Roles – Assessing Our Team Re: Collective Impact Roles

Your team should consider the roles that need to be filled to successfully implement your plan. Assess your current strengths and weaknesses and brainstorm strategies to engage and recruit candidates to fill needed gaps. Be sure to think long term, not just for a single year.

Role	Step #1		Step #3	Step #4
	Current Strengths What do we currently have?	Current Weakness What do we need?	Who Can Fill this Role?	Next Steps
Convener				
Steering Committee				
Data Provider & Analyst				
Early Investor				
Collaborative Member (Include lived experience)				
Working Group Member (Include lived experience)				
Community Champion				
Step #2 Other roles?				