



THE ORGANIKS

ORGANIZATIONAL DEVELOPMENT
& CHANGE MANAGEMENT

Ten essential **collaboration**
principles that can
significantly improve the
effectiveness of funded
projects.

At The Organiks, we help you facilitate impactful funders and not-for-profit collaborations, for lasting positive social impact.





1

Shared Vision and **Objectives**

High-impact collaborations start with clarity and alignment. Collaborating organizations must align on a common mission, shared purpose, and shared outcomes, across all partners.

Funders can encourage this by requiring joint goals and agreed-upon success metrics as part of grant structures. If everyone is pulling in different directions, even the most well-funded initiative can fall flat.

Establish goals early—and revisit them often.





2

Trust and Transparency

No partnership works without trust. Open communication about finances, respective agendas, mutual expectations, current and potential challenges, and failures creates the psychological safety needed to solve problems together.

Funders can foster this by supporting spaces for candid dialogue—especially around budget, setbacks, and risk. Transparency enables better course-correction and mutual learning.

Transparency isn't just ethical—it's strategic.





3

Complementary **Strengths**

Effective collaboration means knowing what each partner brings to the table. The best collaborations leverage different capabilities across organizations.

Through funders collaboration, members of the collective should look for (and incentivize) partnerships where each participant plays to its strengths—whether in service delivery, advocacy, research, or community engagement.

Know your lane, and own it.



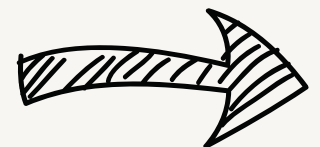


4

Mutual Accountability

Accountability should flow both ways. Set up shared reporting structures, regular check-ins, and mutual evaluations. This encourages performance, discourages finger-pointing, and keeps all partners engaged and responsible.

Funders can support this by designing reporting frameworks that focus on collective outcomes, not just individual grantee's deliverables. Shared accountability increases partner commitment and improves overall performance.





5

Inclusive Decision-Making

Power imbalances can derail even the best-funded collaborations. Top-down partnerships often fail to generate lasting change. Not-for-profit organizations should include end users of their services in decision-making.

Funders should prioritize collaborations that include diverse voices—especially those of local organizations and community leaders—in strategic planning and governance.

Co-designing solutions builds buy-in and avoids top-down approaches that miss the mark.





6

*Flexible and **Adaptive** Planning*

Rigid project plans can't keep up with real-world complexity. Funders and their implementing partners must allow room to adapt as projects unfold. Create feedback loops that allow lessons to influence future decisions. This builds resilience into projects and lets organizations pivot when necessary.

Flexibility turns challenges into pivots, not dead ends.



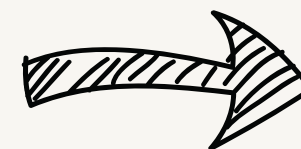


7

Open Data and Shared Learning

Collaboration without shared knowledge is inefficient. Build in mechanisms to share data, research findings, and lessons across organizations. Funders can require or incentivize open data-sharing agreements and collective learning forums.

Not only does this improve current outcomes, but builds sector-wide intelligence and avoids “reinventing the wheel.”





8

Sustainable Resource Planning

Good collaboration doesn't rely on one-time funding. Short-term projects often unravel when funding ends. Partners should plan for long-term sustainability—through shared fundraising strategies, resource pooling, and planning beyond the grant period.

Funders can support long-term thinking by requiring sustainability plans and encouraging co-investment strategies across partners.

Think marathon, not sprint.





9

Community-Centered ***Approaches***

The people affected by an issue should shape the solutions. Community voices should be at the center of collaboration—especially in project design, implementation, and evaluation. This ensures that funding actually meets real needs.

Funders should prioritize collaborations that involve community stakeholders in decision-making and that elevate local organizations with deep roots and lived experience.





10

Culture of Reflection and Growth

The most effective partnerships embrace learning and change. Set aside time to pause, reflect, and ask: “What’s working? What’s not? What can we do better?” Creating a culture of curiosity and continuous improvement prevents complacency and fosters innovation.

Funders can build this into grant structures by supporting evaluation, learning, and iteration—not just static outcomes.

