

# **Coalition Competencies: Self-Assessment<sup>1</sup>**

## **1. Create and Maintain Coalitions and Partnerships**

- a. Identify, invite and include key collaborators
- b. Establish meeting and decision-making processes that connect and build trust
- c. Facilitate brainstorming, encourage consensus, promote share decision-making

Notes:

## **2. Assess Community Needs and Resources**

- a. Collect qualitative data via forums, focus groups, key informants, surveys
- b. Collect quantitative data from partners and other sources
- c. Complete SWOT analysis (strengths, weaknesses, opportunities, threats)
- d. Reconstruct and build on relevant local history of community mobilization
- e. Define coalition's community (place, interest) and boundaries (neighborhood, city, country, etc.)
- f. Construct functional problem or goal statements that reflect community concerns and facilitate problem analysis

Notes:

## **3. Analyze Problems and Goals**

- a. Include experience and expertise of coalition members to name and frame problems and goals
- b. Apply a risk and protective factor framework that focuses on personal and environmental factors
- c. Identify and make use of targets and agents of change

Notes:

## **4. Develop a Model of Change**

- a. Facilitate group logic modeling
- b. Facilitate group critique and improvement of the logic model
- c. Ensure consensus for the logic model, especially the degree to which it reflects the culture/values of the community

Notes:

## **5. Increase Participation and Membership**

- a. Identify whom to recruit and solicit those who can contribute to the work
- b. Build relationships and motivate participants to engage in the work
- c. Communicate memorable messages to potential recruits
- d. Recognize talents and use membership to maximize success

Notes:

## **6. Build Leadership**

- a. Determine if a specific leadership style will move the effort forward in the context
- b. Create group leadership development plans

Notes:

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<sup>1</sup> Adapted from the Strategic Prevention Framework developed by SAMHSA by the World Health Organization Collaborating Centre for Community Health and Development, University of Kansas.

## **7. Enhance Cultural Competence**

- a. Assess the level of cultural competence in coalition processes
- b. Communicate the importance of diversity and cultural competence in community work
- c. Ally with multiple cultural groups and create an open space for collaborative work on shared goals

Notes:

## **8. Improve Organization Management and Development**

- a. Develop governance and management structures
- b. Manage and enhance human resources: staff and volunteers
- c. Create sound business and financial operations and systems
- d. Ensure effective internal and external communications

Notes:

## **9. Develop Strategic and Action Plans**

- a. Link coalition assets and resources to community needs
- b. Identify action steps and outline actors, timelines, support and communication through a group process

Notes:

## **10. Develop Interventions**

- a. Identify, adapt and implement best programs and practices for the community's needs and resources
- b. Develop unique local responses with multiple strategies
- c. Prioritize needed community and systems changes and advocate for adoption

Notes:

## **11. Advocate for Change**

- a. Identify potential allies and opponents
- b. Design an advocacy campaign
- c. Ensure that advocacy build community capacity to effect change

Notes:

## **12. Influence Policy and Enforcement**

- a. Research policy
- b. Identify resources and assets
- c. Ensure community voices are heard in local decision-making

Notes:

## **13. Apply for Funding**

- a. Identify/create working relationships with potential funders
- b. Ensure alignment of grant opportunities and local plans
- c. Assemble planning products into coherent applications
- d. Develop responses to funder concerns
- e. Maintain positive relationships and communications with funders.

Notes: