Components of an Effective Coalition

Resource Source:
CAPT

This document presents three components of an effective coalition: organizational structure, membership, and sustainability. *[While this document refers to community prevention coalitions, many of the concepts apply as well]*

Clear Organizational Structure

- To be effective, coalitions require:
    - a strong and stable organizational structure that clarifies roles and procedures, and adequately addresses task and maintenance function.
    - a formalized set of structures and practices, such as written roles and procedures (e.g., bylaws).
    - management strategies, such as effective communication, conflict resolution, perception of fairness, and shared decision-making.
- Organizational effectiveness is related to positive work climate, higher member satisfaction, better communication among committee members, stronger linkages with community organizations, and less conflict.
- Effective leadership, opportunities for leadership development, and staff support are frequently identified as the *most* essential elements of an effective coalition.
- Effective leaders are open, task-oriented, and supportive of the group.

Membership Capacity to do the Work

- Key coalition members must have a clear understanding of the coalition development process and a basic knowledge of prevention planning

and concepts. [Or in our case, emergency response planning and concepts]

- The community must have an appropriate level of readiness to ensure ownership and commitment to act on substance abuse issues. [Or in our case, emergency preparedness issues]
- Adequate time and staff support are necessary for effective coalition development, planning, and activities.
- Coalitions require a common vision, high quality communication, strong relationships both internally and externally, targeted outcomes, and human and financial resources to be effective.

Sustainability

To be sustained over time, coalitions must:

- Develop and employ a process for leader succession and recruitment of new members.
- Provide recognition and renewal to coalition members to increase energy and reduce burnout.
- Continuously integrate the coalition's goals and strategies into the missions of their own organizations.

Source
URL: https://captus.samhsa.gov/access-resources/components-effective-coalition