

Understanding and Enhancing Stakeholder: Collaboration, Coordination, Cooperation and Growth

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NAGSDA Leadership Workshop

A Focus on Youth and Young Adults (YaYA) Ministries

Stakeholder...Who...?

- A stakeholder is an individual, group, or organization who is part of or impacted by designing, implementation and completion of a plan or program.
- They have cherished interest in the outcome of the project because it will benefit them
- Internal Stakeholders: those directly linked to the organization (Subgroups) – Pastors, Elders, Board, Departments, Men, Women, Youth & Young Adults, Children
- External Stakeholders: Not directly linked but impacted – local community; visitors, donors, vendors, suppliers, etc

How...

- A stakeholder's principal function is to help an organization to meet its strategic objectives . . . by:
- Offering perspective and experience to the effectiveness of the strategic objective
- Providing important financial and material resources to the organization



Therefore...

- To ensure success in any organization, the role, interest, and contribution of stakeholder cannot be left out.
- If stakeholders' interests are not reflected in the outcome of organizational actions, the organization may lose stakeholder support, experience and contribution.
- Understanding the role of the stakeholder is critical to achieving organizational success

“A business which better understands the needs of those with whom it has a relationship, and which better understands what they regard as value will survive in a turbulent world”. - (Rajhans, K. (2018). Effective communication management: A key to stakeholder relationship management in project-based organizations. *IUP Journal of Soft Skills*, 12(4), 47-66.)



Examples of Stakeholders

- Church Members
- Local Community
- Conference
- NAGSDA





Five crucial steps for managing and understanding stakeholder relationships through effective communications:

- Identify all stakeholders of the organization
- Prioritize the stakeholder needs
- Visualize and decide the necessary stakeholder management strategy
- Engage stakeholders
- Monitor the stakeholder communication during all the project stages.

How do we find ways and means to foster cooperation, collaboration, and coordination and growth?



ReGroup...?

- To Pause and recover before attempting an activity again
- To reclassify
- To come together again after being dispersed
- To change the arrangements or order
- To arrange into different groupings



There is a need to ReGroup

- Composition of our leadership teams
- Representation of subgroups in our leadership structure
- Intentional inclusion of marginalized groups at all levels of leadership structures
- Encourage participation

How to Collaborate, Coordinate and Cooperate to Yield Desired Results (Growth)



Intentional Integration Strategies

- Representation of Subgroups at all levels of operation
- Ongoing focus group meetings to elicit ideas, perspectives, and presence
- Involvement of Subgroups in the decision-making process at all levels of operation
- Coaching, mentorships, interning and grooming of leaders co-terminous with current leadership for learning, collaboration, cooperation and coordination



Why...Collaboration...?

- Pastors/Elders Can't do it alone
- It stimulates involvement
- Gifts and Talents are realized and utilized
- Reduced stress
- Results are maximized – sum is greater than units
- Growth realized



Against Collaboration...

- Ego – individual value is diminished
- Maintaining Status quo – Why do we need to do it differently? This how we have always done it.
- Ignorance – Don't know any other way
- Lack of Vision
- Church Culture
- Control of the privileged group

Teamwork: Collaboration,
Coordination, Cooperation
Allows Receiving and Giving
Feedback



Teamwork: Collaboration, Coordination, Cooperation Allows Receiving and Giving Feedback

- Stimulates efficiency in communication that ensures friendship, continuity, shared experiences, and loyalty
- Nurtures learning – identification of growth areas
- Promotes Trust – healthy relations within the team
- Recognition and affirmation
- Ensures economy of energy



Application: Feeding the 5000: A Model for Leadership

Coordination: Matt 14:13-21 ([Mark 6:30-44](#), [Luke 9:10-17](#), and [John 6:1-14](#))

1. Crisis

2. Jesus had compassion

3. It's evening

4. Too many people

5. Get something for them: allows creative or innovative thinking, not micromanagement, delegation, empowerment, collaboration, coordination, cooperation and desired results



Application: Feeding the 5000: A Model for Leadership Coordination: Matt 14:13-21

6. Limited resource - No much in the remote desert area
7. Found the resource from **within**

Phillip was looking outside for the resource - Where can we find food for these many people (maybe supermarket or grocery store)

Andrew optimistically looked for resources

Young boy, no name person, provided the resource

8. The members that we serve have rich gifts and talents that we use to meet the needs of many



Application: Feeding the 5000: A Model for Leadership Coordination: Matt 14:13-21

9. Jesus Uses Other People to Bless Others

10. Coordination- Disciples seat people in groups;
Jesus broke bread, gave it to the disciples, then
disciples gave to the people- - see the
coordination!!



Lessons - To Solve the Problem...

- The Disciples
- Pessimistic Phillip
- Optimistic Andrew
- Generous No Name Boy
- Limited resource of five loaves bread and two fish
- Jesus Christ



When faced with crisis:

- Let's be optimistic
- We should look within first for resources before looking out
- We should consider everyone - Disciples, A boy and the Lunch, the crowd
 - Coordination
 - Collaboration
 - Cooperation to yield
 - Growth



When faced with crisis:

- Regardless of how close we come to resolving the crisis, we should not lean only on previous traditions, own strength, knowledge, smart plans, and available financial resources
- Proverbs 3:5-6: Trust in the Lord with all your heart, and lean not on your own understanding; in all your ways submit to him, and he will make your paths straight. New International Version
- We should not forget that we cannot do without Jesus



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