

What do we do? Inter-Mediation makes collaboration easier.

Inter-Mediation works exclusively in collaborative processes to make direct development action more effective. We provide tailored assistance to increase interaction among and between NGOs, foundations, government agencies and businesses. Inter-Mediation facilitates collaboration (from the Latin root *facilis*- "to make easier").

Why this professional focus and specialization?

Improving the well-being of low income communities is neither easy nor straight forward. Experience shows that success and enduring change comes from the combined efforts, resources and creative talents of many actors. Improving the quality of development relationships is therefore a critical task calling for dedicated investment and proven approaches. **"As problems become more complex, and their solutions require active participation of diverse perspectives, then teamwork and collaboration become increasingly necessary and valued."** *When Teams Work Best*, LaFasto and Larson, Sage, Thousand Oaks, 1991 at xix.

What is development collaboration?

Development collaboration is not a set of tools or skills. Rather, development collaboration is a perspective adopted by actors from all sectors to combine their creativity and resources. It leads to a far greater degree of program integration among development actors than is common – to increase program effectiveness and scale. We call this perspective "inter-connected development." Inter-connected development creates a supportive local 'environment' so that the diverse competencies of each stakeholder reinforce one another. It incorporates and blends the actors' differing values, creativity, power, roles, responsibilities, competencies, resources, and measures of performance.

Increasing your collaborative competence and commitment

Effective development collaboration is rare. Often, this is not because of unwillingness. Rather, a mix of 'fixable' situations do not receive enough attention. Development collaboration provides that attention by creating supportive environments.

Inter-Mediation provides:

- Expertise in development collaboration.
- Coaching tailored to your organization.
- Interactive dialogues, not 'lectures.'
- Schematics that guide and inform you.
- Specific steps to increase your capacities.
- Explanation of the stages of collaboration.
- Advice on addressing power asymmetries.
- Face-to-face and internet exchanges.

Benefits for your organization:

- Improved program outcomes and impact.
- Clear perspective about collaboration.
- Increased "collaborative competence."
- Increased network program integration.
- Clarity on multi-sector collaborations.
- Learn how to form and assess networks.
- Independent assessments of your networks.
- Illusive concepts become concrete.

Inter-Mediation's combination of talents

Inter-Mediation combines a unique set of experience, talents and perspectives. Our experience, practical skills, insights, analysis and writing on issues of international development are applied to inter-organisational collaboration, facilitation, organisational development, conflict management and mediation.

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