

# STAKEHOLDER ENGAGEMENT SPECTRUM

	<b>NOTIFY</b>	<b>INFORM</b>	<b>CONSULT</b>	<b>INVOLVE</b>	<b>COLLABORATE</b>	<b>EMPOWER</b>
	INFORMATION MADE AVAILABLE	STAKEHOLDER INFORMED	STAKEHOLDER CONSULTED	STAKEHOLDER INPUT	STAKEHOLDER SHARED	STAKEHOLDER OWNED
<b>LEVEL OF ENGAGEMENT</b>	Stakeholders may encounter un-targeted publicity from project staff	Stakeholders are regularly and reliably informed by project staff	Project staff obtain views and knowledge from stakeholders and they receive full feedback (qualitative and quantitative) on actions and decisions taken	Project staff work with stakeholders throughout action planning and decision making process to ensure views and knowledge are understood and taken into account	All aspects of action planning and decision making are undertaken in partnership with stakeholders	Stakeholder set agenda for the project. Self-organisation and responsibility over action and decisions is held by stakeholders
<b>ROLE OF STAKEHOLDER</b>	Segment/Population	Recipient	Respondent/ Interviewee	Active participant, Co-creator, Team/Group member	Collaborator, Core team member, Partner	Designer, Decision-maker, Manager
<b>PURPOSE OF ENGAGEMENT</b>			Obtain views and perspectives	Share and create knowledge, Brainstorm ideas, Invite ownership, Vote and Prioritize	Innovate concepts and projects, Plan and schedule	Discern and Evaluate (Identify and validate the need, to ensure that purpose and desired outcomes serve the whole)
<b>TOOLS FOR ENGAGEMENT</b>	Website	Newsletter, Webinar	Polls, Focus Groups, Facilitated Interviews, Consultation Workshops	Meetings, Workshops, Seminars, Conferences	Away Days, Working Groups, Meetings, Study tours, Learning Journeys, Country visit	Network Forums, Assembly, Assessment workshop seminar, Peer-to-peer learning,
				Methods: Appreciative Inquiry, Project Action workshop, Open Space, Trio/Pair reflection, Word Cafe, Circle Practice, Check in/Check out.		
<b>ANTICIPATED OUTCOME (DELIVERABLES)</b>		Newsletter, Website	Content paper, Report, Film/video, Invitation document, Stakeholder map,	Concepts and Projects, Vision and Mission statements, Idea Catalogue, Organisational Narrative, Theory of Change, Meeting notes/minutes	Prioritized list of actions, Team Agreements/Terms of Reference (Who, Why, What, How, When), Workflow and Procedures, Action and Resource Plan, Strategy Plan,	Financial Report, Evaluation Report, Assessment Report, Good Practice/Best Practice
<b>ANTICIPATED OUTCOME (INTANGIBLES)</b>			Clarity, Meaning	Shared direction and alignment, Relationships, Trust	Shared Identity, Sense of Belonging	Ownership, Empowerment