The Ladder Of Participation

Features of Participation in Governance

- participation can build understanding among stakeholders and the Program

- understanding is the foundation for trust

- compliance with SAP implementation will increase with trust and shared ownership of the program among stakeholders

- as the degree of participation increases the program's control over processes and outcomes diminishes

The Four Steps of the Ladder

1. Providing Information: a one-way flow
   posters, publications, slide shows,
     presentations

2. Consultation: a two-way process of
   receiving and giving information and
   opinions
    committees, working groups, workshops

The Ladder Continued

3. Collaboration: power sharing, act only on what can be freely negotiated, requires strong leadership and often considerable time

4. Support to Independent Initiatives: requires defining what can supported, the goals and procedures - then stakeholders manage their own assets