RECOGNIZING OPPORTUNITIES FOR LASTING CHANGE
Acting Our Way Into a New Way of Thinking

• Design is key
• Scenario planning is a must
• Construct with the long haul in mind
Who am I?
Which hat am I wearing right now?
How aware am I of my role at any given time?
Making Essential Support Roles Visible and Giving Them Recognizable Titles:

Coordinator

Guardians of the Work

Weaver/Connector
What network? What collaboration?

Making the work recognizable, aligned with advancing organizational priorities and worthwhile.
Recognizing progress when it doesn’t look the way you – or others – thought it would.
TIME FOR CHANGE

....in mindset.
Ask:

- What are you noticing?
- What looks or feel different?
- Where are there indications of progress?
Anticipating Potential Changes

- Roles
- Funding
- Work Allocation
Run routine diagnostics and think of sharing ownership and distributing the work as an ongoing practice of tinkering; look for and educate others to look for:

- Not enough energy
- Lack of new ideas
- Need for expertise
- Too few people in the mix
- Not much collaboration
- Not aware of opportunities
- Low trust
- Disorganized, little action
- One group does most of the work
- Communication not flowing well

For each conundrum, identify two action steps using this process –
1) Share the diagnosis
2) Gather suggested actions and narrow
3) Engage others to take the steps