

Developing your Organisation's Change Goals

1. Imagine it is three years from now. Give yourself permission to dream. You have been completely successful in changing your organisation it is not now a role model, with the capacity to achieve excellent results

What tangible changes have been made?

What does everything things look / sound / feel like? What are other people saying to you?

2. How will achieving these goals help to achieve your organisation's outcomes?

3. In what way are these change goals aligned to the organisation's core values?

4. How do these change goals support the priorities of the wider organisation?

5. How will achieving these goals benefit staff and partners?

6. What would happen if you didn't achieve these goals?

7. How will you measure your success in achieving each goal?

8. Who will be champions of the change goals? What does this mean to you?

9. Who will lead each change goal?

10. Who will document the change goals and success criteria?

11. How will you communicate the change goals?

12. On a scale of 1 to 10.....10 being passionately committed to these goals, 1 being not committed at all to the goals...where are you?

What would it take to get you to a 10?