

CHANGE



Becoming a leading change
organisation

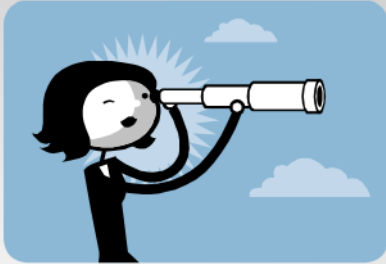
Leading change

- ✓ Know where you are going
- ✓ Know what is important
- ✓ Get everyone engaged
- ✓ Keep everyone engaged
- ✓ Check in regularly



Strategy development – key questions

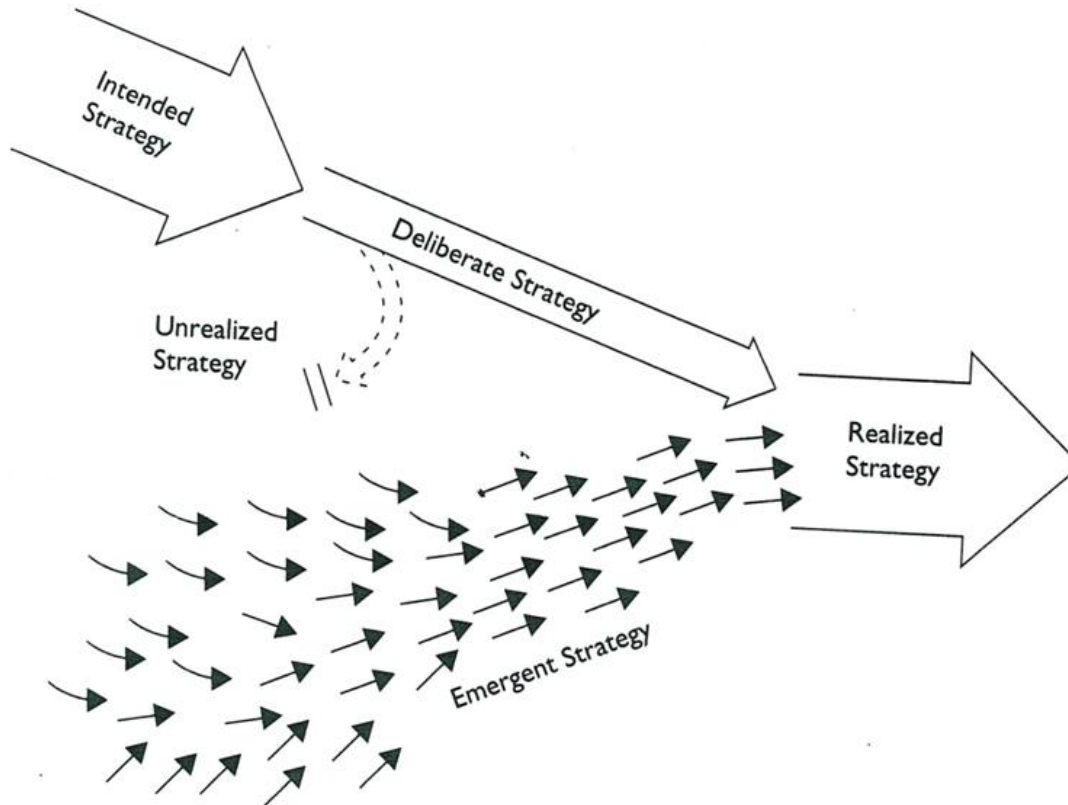
- **Purpose** – What are the most important things for us to do?
- **Focus** – What is the best way to do it?
- **Challenge** – What are the key challenges that get in the way?



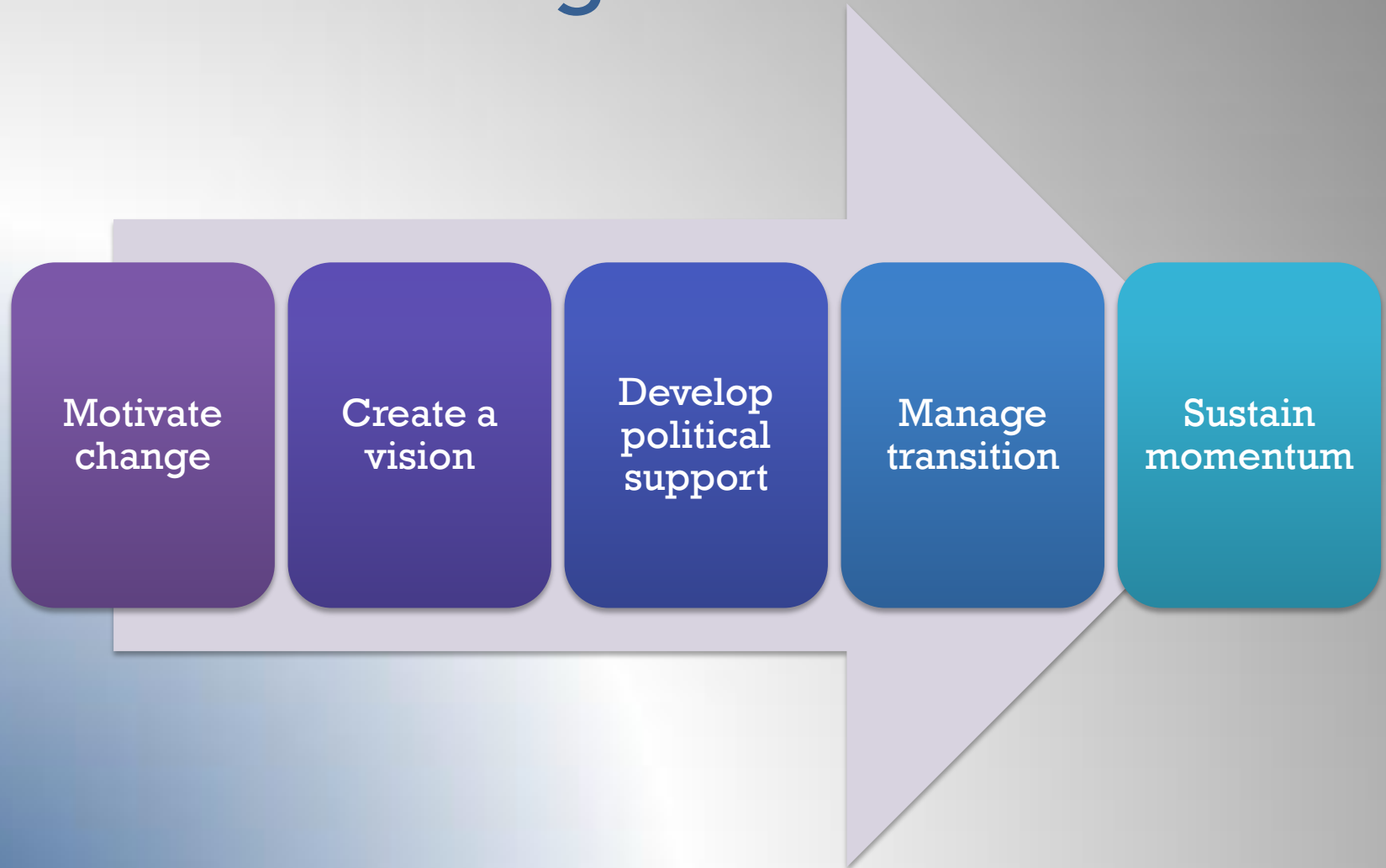
Generative questions

- What does success look like?
- What fears are holding us back?
- If we could do anything – what would it be?
- If we knew we couldn't fail – what would we do?
- What are the myths that we are believing?
- Are we solving the right problem?

Creating strategy



Change machine

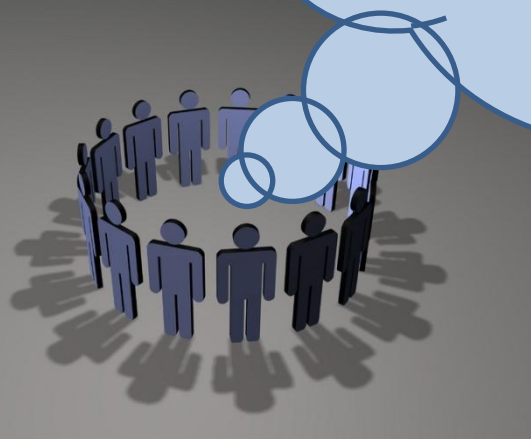


Waddell 2000

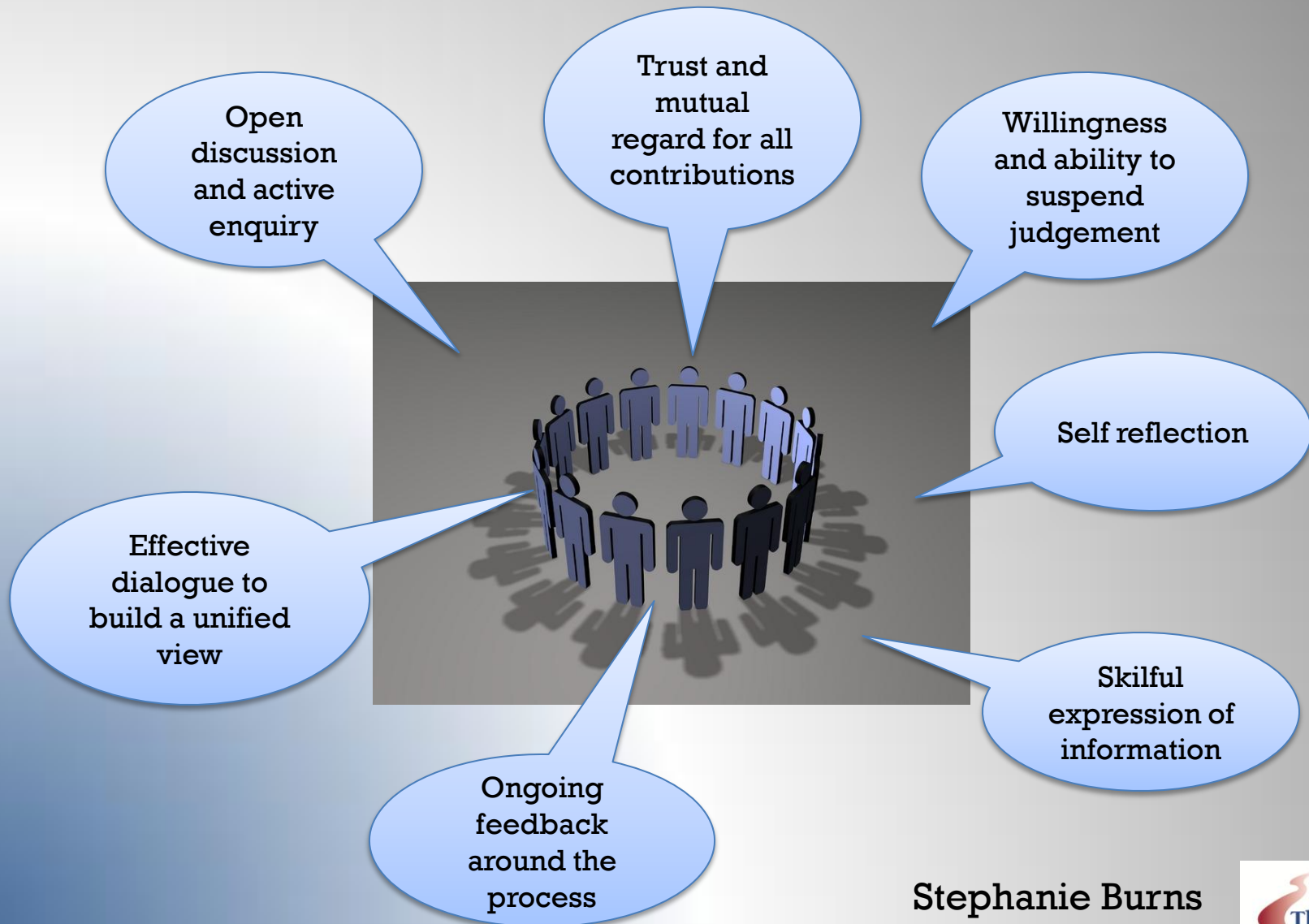
Intelligent Space ©

“the physical, mental,
social or emotional
environment or space for
communicating, thinking and
acting in which a group of
people can be more
effective at solving problems
together than they are as
individuals”

Stephanie Burns

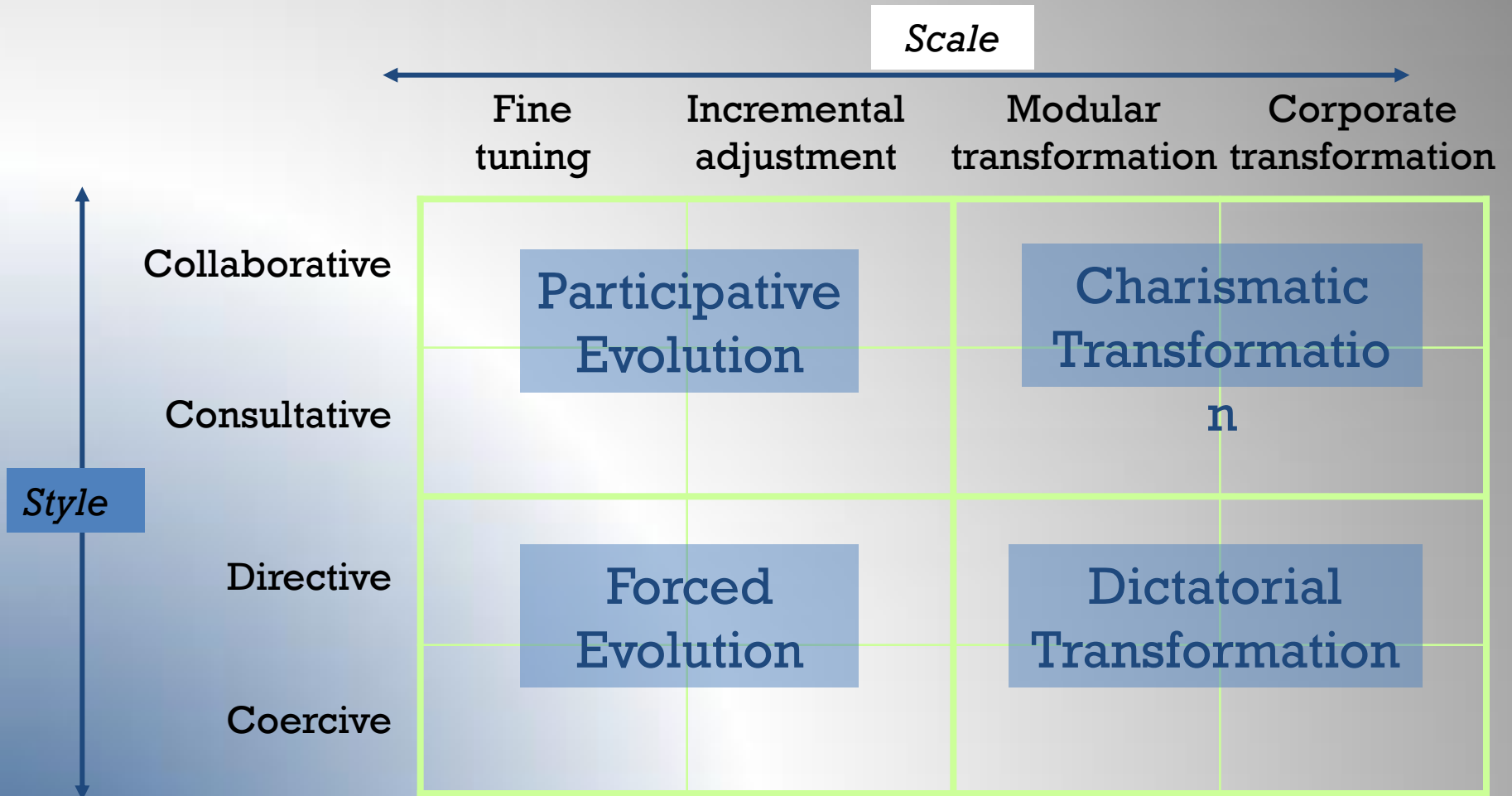


Skills of Intelligent space ©



Stephanie Burns

Dunphy & Stace Change Strategies



Key functions of a learning NGO

- ✓ Creating a supportive environment
- ✓ Gathering internal experience
- ✓ Accessing external learning
- ✓ Communication systems
- ✓ Mechanisms for drawing conclusions
- ✓ Developing an organisational memory
- ✓ Integrating learning into strategy and policy
- ✓ Applying the learning

Britton 1998