

WHAKAARO

Take a moment

Get out a pen and notepad or download this PDF and reflect on the following.

Here are a few questions to guide you:

What problem are we trying to solve?

What behaviours need to change and in which way?

What does success look like and how will we measure it?

What knowledge, skills and abilities are needed to ensure new behaviours?

What will the impact be on our current processes, systems, culture etc?

What is the timeline we are trying to achieve?

Who will be involved?

What systems and tools are needed to support the change?

What will be the financial impact?

How will external factors (e.g. local, national, political and economical) impact on our change plan?

How skilled are our leadership/management team in terms of soft skills to be able to communicate the change to their team and effectively address questions and concerns?

What organisational assistance is available to emotionally support our people?

What reinforcements/consequences need to be in place to sustain the change and transformation?

