

Leader Toolkit

Describe desired changes

We are **INSPIRATIONAL** leaders.

We inspire each other to be brave and bold, leading through creativity and innovation.

Why use this tool

As a leader it is important to get shared understanding of what the future can look like.

This tool allows discussion about moving **'From'** your current position **'To'** the result you want.

The discussion that the tool encourages will be a good starting point for talking about the change to make sure that all share the same goals.

When to use this tool

When building commitment to a change program.

When making the purpose of the change clear where there is confusion about the reason for the change.

When helping team members understand the scope and impact of the change and therefore how everyone will be affected.

How to use this tool

1. Describe and agree the current situation - **'From'**.
 - Think about areas such as how people are currently carrying out their work - current procedures and practices, current behaviours.
 - How people currently measure the outcomes they achieve and assess success.
2. Think about the impact of the change on current situation - **'To'**
 - What everyone wants to achieve through a successful change program.
 - How you will measure success and the benchmark results that will confirm success.

Tips

- The discussion that the tool stimulates will be a good starting point for **opening up conversations** about the change to ensure that all *share the same goals*.
- **Having the facts about what is changing is critical** to helping people move through the change process.
- The process of gaining commitment for change should not be underestimated. Talk to the team about change **as soon as possible** and be open with them.
- **Use the tool in a workshop discussion.** Begin work on the table in advance as part of your preparation, adding your thoughts as they come to mind.

Describe desired changes



Describe the changes you want to make in terms of moving **FROM** your current performance **TO** the result you want.

Change FROM what?		Change TO what?	
Starting point		What you want to achieve	
Current situation, such as structure, process, pathway, roles, behaviours or how you currently measure performance.	Current benchmark measures and results being achieved	Desired outcomes and specific end results	How you will measure success and benchmark results that will confirm success
Notes:			

