

# Facilitation Pack: Moving from Here to There



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Thank you for downloading our Facilitation Pack. Over the past 2 weeks we have considered where we want to go and where we are now. This week we look at how you manage the transition from here to there.

Managing change is a complex and multifaceted issue. In this Facilitation Pack we will cover the beginning of your work on this all important step. We will return to the question of change in future blogs.

## Managing the transition - do people understand the need for change?

Give the following questions a rating out of 5 where "1" is low and "5" is high and use the box on the right to record the actions you can take to address any gaps.

1

How compelling is your  
vision for change?

score:

1 2 3 4 5

2

How well known is your  
vision for change?

score:

1 2 3 4 5

3

Ask the next 5 people you bump into what they feel the vision for change is. How near or far away was their description from yours

score:

1 2 3 4 5

4

Does your vision communication serve the preferences of your audiences? Have you got a visual picture of it? A short form and long form narrative?

score:

1 2 3 4 5

5

Have you created the capacity for people to explore the vision so that they can come to their own 'ah ha' moment and really engage with the vision?

score:

1 2 3 4 5

6

Do people in the organisation see the shift in context of your organisation in the same way as you do?

score:

1 2 3 4 5

7

Are the key stakeholders bought into the change?

score:

1 2 3 4 5

8

How well can the people in the organisation articulate the connection between what they do and the purpose of the organisation?

score:

1 2 3 4 5

9

Where are the tram lines set – are they broad enough for people to experiment?

score:

1 2 3 4 5

10

Is there a good process in place for feedback? This can be both about how people are feeling about the change and what they learn as they experiment.

score:

1 2 3 4 5

11

Jot down here in no more than three sentences what needs to change and why?



12

Thinking about the people - who is stopping you from making the changes?



13

Do you know how each of the people resisting the changes see the issue? Is there any merit in their argument and can you take a step towards them?



14

Thinking about the processes that are holding you back – what are they? How can the decision making and control process be simplified?



15

How can you create the capacity in the organisation for the work of change?



This Facilitation Pack is not claiming to be a full change readiness assessment - it is a first step. If you are interested in a deeper run through of leading a transition please get in touch by emailing [anne@annemccarthyassociates.co.uk](mailto:anne@annemccarthyassociates.co.uk) or calling on 07801 091538.