



Describe the changes you want to make in terms of moving FROM your current performance

Leadership Dimensions

Engaging the team

Sharing the vision

Evaluating information

This tool will facilitate discussion about moving **From** your current practice or performance **To** the result you want.

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.

The discussion and analysis that the tool stimulates will be a good starting point for opening up discussion about the change to ensure that all share the same goals.

When to use this tool

- To gain commitment to the change when you have to work through a large change programme
- To clarify purpose when there is confusion about the reason for the change
- To help staff understand the scope and impact of the change when staff have differing views about how everyone will be affected

What to do

1. Discuss and agree the current situation.
 - How people are currently performing their roles and executing their responsibilities - current procedures and practices, current behaviours
 - How people currently measure the outcomes they achieve and assess success
2. Consider the impact of the change on current practice
 - What everyone wants to achieve by ensuring a successful change programme
 - How you will measure success and the benchmark results that will confirm success

Helpful Tips

- **Use the tool in a workshop discussion.**

Sketch the matrix on a white or display board, or project on a screen. The matrix serves as a visual prompt and keeps the impact and benefits of all changes front of mind during the discussion.

- **Use the tool to prepare for change discussions one-on-one or with the team.**

Complete the matrix in advance as part of your preparation, adding insights as they come to mind.

*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