

Desired Outcome – prompt questions

These questions can help you flesh out the description of the change you are seeking.

They can be especially powerful if completed by leaders and change agents together.

For a good change to have succeeded, what components will need to be in place?

A component is a key achievement that needs to be secured for the change to be accomplished (eg a new behaviour, outcome, facility, process, activity). It is not a task that has to be done to push the change forward (eg communications). These components are a good place to start in thinking about the desired future.

1. List the components

Component 1	
Component 2	
Component 3	
Component 4	
Component 5	

2. For each of these consider how to define them :
 - Tangible outcomes?
 - Human outcomes and attitudes?
 - Timings?
3. These will then help confirm or modify who needs to be involved.
 - Who will have made that component happen and participated? (individuals or groups)

- Will anyone else will have sponsored this?
 - Is commitment or simple compliance needed?
4. The components can then help to flesh out the rationale and need.
- Why is it important? and why now especially?
 - What are the reasons to change?
 - The reason for this direction?