

Impact:

First, identify the ultimate impact you want to achieve in your organization. This should be a visionary statement. Ultimately, key organizational change efforts will involve contributions from many staff and partners so this will just be a starting point.



Influence:

Identify key changes in policies, systems, norms and opinions that will help you reach your goal. The key element is to focus on entities/organizations instead of individuals when thinking about influence.



Leverage:

Leverage is about using something to its optimum level and for organizational change work we are focused on investment and organizational practices. For this step, think about your own circles of influence. Identify changes in investment levels and practices that **you** can impact.



Leverage:

Think about people and resources available to support the organizational change efforts. Identify changes in investment levels and practices that other **key partners** can impact.



Engagement:

Identify a few strategies that will help you/other staff/community/partners stay engaged throughout change process.

