



## **DIALOGUE FOR DECISIONS**

### **FRAMEWORK FOR EFFECTIVE STRATEGIC PLANS**

#### **STEP ONE:** What's the current situation?

Give each participant an opportunity to share how he/she feels about it. Do not interrupt or question or challenge. This is simply an opportunity to express opinions and feelings about the issue. Do not discuss at this point.

#### **STEP TWO:** (On flipchart)

What are the worst possible outcomes of not addressing this situation?  
(List or mind map on flip chart)

What are the worst possible outcomes of addressing this situation?

What are the best possible outcomes of not addressing this situation?

What are the best possible outcomes of addressing this situation?

#### **STEP THREE:**

What are the reasons we don't want to change?

What's the evidence that change is needed?

#### **STEP FOUR:**

In order to foster the best possible outcomes (for addressing the situation) list on flip chart:

##### **BELIEFS**

A. What beliefs do we need to stop?

B. What beliefs do we need to keep?

C. What beliefs do we need to start?

## BEHAVIORS

- A. What behaviors do we need to stop?
- B. What behaviors do we need to keep?
- C. What behaviors do we need to start?

## STEP FIVE:

**STRATEGIES:** Brainstorm all the possible strategies for achieving the Best possible outcomes. Evaluate and select the best three or four.

### ACTION PLAN:

Develop an action plan for achieving those strategies:

Measurable Action

Time line

Person Responsible

Resources Needed

Costs