

How do we know if we are working 'WITH'

It's about giving people a 'Fair Process'.

A fair process involves:

Engagement, Explanation, Expectation clarity

Engagement

What are the benefits of the change?

Who shall we talk to?

What should we talk about?

How shall we talk about it?

What will the change look like?

How long will it take?

How shall we communicate our ideas?

How do we show we have listened?

Explanation

What is the decision or change that is being made?

What is the reason behind the decision/change?

Is there a policy or procedure that means the decision has to happen?

Has this been shared?

How will we know the decision has been understood?

Are the benefits and risks explained in full?

Is language clear, concise and appropriate?

Expectation clarity

What are the new rules/aims?

Who is responsible for making sure the decisions are implemented?

When will the new rules/aims come into practice?

When will the new rules /aims come into effect and be assessed?

How will these changes be communicated?

How will we now these changes have been understood?

How will we measure the decision success, and gather feedback from those affected?

How will we communicate this success?