Are you ready to move forward or is it time to go back to design?

Sample Questions to Begin Reflecting ...

If you are about to implement a new endeavor, how will the endeavor you're considering move you closer to your bold vision? What meaningful results are certain, probable, and possible?

Better Questions lead to Better Answers

As you move forward with your planning, who else can you reach out to/serve and how will you engage each of them/all of them?

How is your bias toward action ensuring that what you DO will lead to meaningful results?

(committee meetings held, research conducted, speaker programs offered, etc. represent activity, not results)

How will leaders purposefully reduce politics, create a positive environment, and communicate expectations for moving forward together?

What planning processes are you engaged in that combine traditional and emergent methodologies?

How will you set yourselves up for success that includes meeting/exceeding your initial goals and leveraging opportunities that arise along the way toward your bold vision?

Is what you envision going to connect that which is not currently connected? Are you designing with the whole in mind? Is your current design sustainable and scalable? If the answer is "no" to any of these questions, go back to design.

What about this endeavor is most uncomfortable and what are your strategies for managing around/ through the discomfort? How will your meaningful results make it worth going through this temporary discomfort? How might you reframe these feelings as signs of learning and positive growth toward success?

What formal and informal strategies are woven into the culture that reach out broadly/deeply, throughout the organization, to highlight the good work of individuals, teams, and the organization as a whole?

What strategies have you committed to in order to ensure inclusion?
What learning will you choose to engage in so that you can move toward your bold vision together?

What traditional and nontraditional assessements of success will you gather (qualitative/quantiative) that could lead to insights for improvement and also inspire future successes? What problem(s) are you solving/did you solve?

Meaningful Results

The Art and Science of Culture Change