

Renovator's Delight

Objective: engage others in the change process to facilitate their ownership of the change

The Renovator's Delight exercise is designed to be a conversation with the intent to transfer ownership for change to those who will be impacted by or managing the change. The exercise engages the group in the process of creating the change and the associated control or ownership for the process helps to ensure the change will be real, and not phony. This exercise was pulled from Jason Clarke's TED talk on Embracing Change.

Facilitator Role:

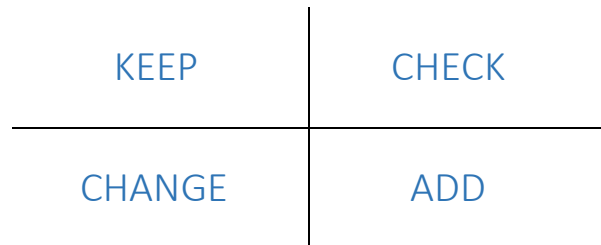
1. Introduce all the reasons WHY the change must occur.
2. Provide clear expectations around WHAT must change
3. You tell me HOW you will make it work.

Using the following quad chart, ask the questions and document the output from the group (whiteboard, flip charts, etc). The conversation will provide the basis for cultural change that will stick versus structural change that most likely will not.

Group Process: Conversation Questions:

Based on what you know about the past and what you've learned from the WHY and WHAT above, create the HOW by asking:

1. What do you want to KEEP?
2. What do you want to CHECK?
3. What do you want to CHANGE?
4. What do you want to ADD?



Note: Check means "check out". What assumptions are you making that you want to gather more information about. E.G. Something may not have worked in the past-can it work in the future, can resources be provided that were not available before, has the culture elsewhere (internally or externally) shifted that might impact our culture, etc.

The output of the conversation will provide specific and broad guidelines and check points to measure against when the change is created.

Questions? Email us at DevelopU@smu.edu.