# Our Change Vision

Use this tool to agree at a whole of an organisation level what you want to change and what approach you will take, or how you will benchmark your change journey. An example of how this tool could be used has been included.

Your Change Vision should be developed in consultation with key stakeholders, including representatives from across the organisation as well as with people with disability and their families.

| **Key Questions** | **Reflection and Action**  **Example only** |
| --- | --- |
| What needs to change? | Align our safeguarding and quality management activity to the requirements of the new [**NDIS Quality and Safeguarding Framework**](https://www.ndiscommission.gov.au/) |
| Are we ready to change? | Assess whether the organisation is prepared for a change journey and willing to make changes |
| Who is involved so they have ownership and take responsibility? | Change Leadership Committee  Quality Manager  Area Manager  Support workers  Team leaders etc. |
| What will they do and how will we track it? | Be part of a Change Leadership Committee to identify improvements, test ideas and make recommendations on the best options. |
| How will we communicate the change and how often? |  |
| How do we get people involved? | Call for volunteers through newsletter and intranet  Engage with existing reference groups  Appoint staff to the committee  Prepare a brief on the **Change Planning Framework** for executive and board |
| How long do we think it will take? | 18-24 months to prepare and make change  12 months to embed change |
| Who will champion this change? | Change leadership group  Quality Manager  Clinicians  Change Champions |
| How do we embed the changes? | Update procedures, train staff on changes and provide ongoing support. |
| How will we celebrate our successes along the way? | Identify appropriate rewards or recognition activities that suit your staff, culture, timeframes and budget |
| How will we know we are successful? |  |

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