



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 <i>Example only</i>
What needs to change?	Align our safeguarding and quality management activity to the requirements of the new NDIS Quality and Safeguarding Framework
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

Key Questions	Reflection and Action Example only
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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What will they do and how will we track it?	
How will we communicate the change and how often?	
How do we get people involved?	
How long do we think it will take?	
Who will champion this change?	
How do we embed the changes?	
How will we celebrate our successes along the way?	
How will we know we are successful?	