

Change Conversation and A Rotary Grant Project

1. We need to know as individuals and as a collective team:

If we are to succeed together we must discuss”

- What work we are working on
AND
- Why we are working on it

This requires crucial conversations!

2. This clarity about the intervention is a responsibility shared by the sponsor (Rotary), the agent (local Rotary club), the implementer (local community) and the advocate (Rotary club, cooperating organization, community leaders)

3. The Change conversation: what we talk about.

- A. Clear Expectations
What, Why, When and Tight/Loose
- B. Check for Understanding
Comprehension of What, Why, When and Tight/Loose
- C. Concerns/Reactions
Name Concerns, Reactions and Problem Solving
- D. Readiness
Confidence, Needs for support and Next steps