

## Moving from Strategic Review to Programme Implementation

PROCESS			TOOLS & PROCESS
<b>SITUATION ANALYSIS</b>	(1) HISTORICAL CONTEXT	Where have we come from?	<b>Culture Maps</b> © (see example) <ul style="list-style-type: none"> <li>• Referenced to vision objectives</li> <li>• Referenced to examples</li> <li>• Evidenced in past/present/future actions &amp; behaviours</li> <li>• Define cultural frameworks – to show “this is what it looks like”</li> </ul>
	(2) PRESENT SITUATION	Where are we now?	
	(3) DESIRED POSITION	Where do we want to be?	
<b>GAP ANALYSIS</b>	(4) GAPS	Where are the gaps?	<b>Gap Map</b> © (see example) <ul style="list-style-type: none"> <li>• Identify positions of key entities</li> <li>• Identify areas of “cultural dissonance”</li> </ul>
<b>RESOLUTION</b>	(5) STEPS	What steps are needed to close the gaps?	<b>EEMap</b> © (see example) <ul style="list-style-type: none"> <li>• Show the tasks / steps / processes to be undertaken to get from “where we are now” to “where we want to be”</li> <li>• Show for each step the implications /issues/ exposures that have to be addressed to progress to the next step</li> </ul>
	(6) IMPLICATIONS	What are the implications of this?	
	(7) CHANGE & TRANSITION	How do we manage the transition?	<ul style="list-style-type: none"> <li>• Analyse, categorise and prioritise issues across all functional areas impacted by the transition</li> <li>• The output of the EEMap process forms the input for the creating and implementing a Programme of change</li> </ul>
	(8) MEASUREMENT	How do we know how we’re doing?	
<b>STRUCTURED PROGRAMME IMPLEMENTATION</b>			<ul style="list-style-type: none"> <li>• <b>M.S.P</b> (Managing Successful Programmes) Applying an appropriate version of the M.S.P. process</li> </ul>