

What are your **self** and **external** governance processes? How do they relate to your environment? How are these processes intent on maintaining or changing behavior. Also consider power & power-relationships that exist today.

9. Governance

8. Process
 Illustrate the processes that transforms your substance. Where are your value chains? How does it relate to your structure?

7. Substance
 In many modern organisations, information is the primary entity that is transformed. Illustrate the kind of information that is transformed. How does it relate to your structure?

6. Aims
 Think about the ideals, purpose, strategy and objectives of your group. Can you formulate them? How are they communicated?

5. Ethos 😊
 Think about your values and guiding principles. How do they provide meaning to your activities and interactions? Consider culture, politics, economics and technology.

10. Improvement plan
 From the discoveries in #3 - #9 choose **3** things you will make part of your improvement purpose for the next **three** months.

#1 **Nearly there...**
 #2
 #3



11. Who?
 Note the names of everyone who took part in this exercise here

Participants



Use this space however you like notes, ideas, comments and suggestions - you can write anywhere you like on this sheet!

This way round... ↑

This way round... →

1. Start here
 This is a dialogue sheet; designed to promote good conversation. Participants should seat themselves equally around the sheet so each question can be read by at least one person easily. Take one question at a time. The person closest to the question should read out the question and take notes of the discussion. Each person should get a chance to read and note at least one question.

2. Set up
 Agree how long you will spend working on this sheet and write it in this box:
 If time is short then, in the box next to each question, write the number of minutes you will spend on the question.

3. Environment
 What is the environment you are operating within? Distinguish between **contextual** (that which you cannot change) and **transactional** (that which you can control) environments.

4. Structure
 Consider your current internal structure and how it fits with the structure of your **direct** stakeholders. How do you interact? Where is information and knowledge kept? How stable is your structure? How has it evolved over time?

Before you begin
 This dialogue sheet is intended for groups of 2 to 8 people. If you have a group to work on and compare action plans at the end, larger than 8 then split in two or more separate groups, give each group a separate sheet to work on and compare at the end.
 This sheet will take at least one hour to complete and may be over two hours.

