

Questions for Reflection and Change

Use these questions to spark you and your team into action around designing a strategy.

- What potential do we see?
- What is the business case for implementation in our ministry? How will implementation help our organization? What business results do we see for our ministry as a result of implementation? What will change if the competencies are implemented?
- What is our scope of influence and authority, inside the ministry and across the public service? Where is the door open? Where do we see an obvious opening?
- Who most closely works with Aboriginal people¹?
- What do they need to know? What is the nature of their work? What is the business case from where they sit? What resources do they need to be informed and successful?
- What areas of tension or conflict do we see in the business of our ministry if these behaviours are demonstrated?
- What potential barriers lie ahead? What is the risk? How can it be mitigated?
- What is our strategy (see page 2)? Where and with whom will we start? What will work for our ministry?
- What is it about our strategy design that will keep it in motion regardless of political or other change?

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- What do we know about the Aboriginal people our ministry serves? What do they know about us?
 - What is our relationship based upon? Is it legislation, service delivery, negotiations, common interests?
 - How would they characterize our ability to work with them? How will we find out more?

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- What do I want my part of this story to be?
 - What am I committing to?
 - What potential do I see in regard to my own development with regard to demonstrating the competencies?
 - What do I need to learn in order to become a change leader?
 - How committed am I to modeling the behaviours within the competencies?
 - Will I commit to being a [Credible Champion](#)?
 - How will I honour those who shared knowledge and wisdom for these competencies?
 - What are the possible barriers for me personally? How will I prepare?

¹ “We recognize and honour that British Columbia’s Aboriginal population is distinct and diverse. Acknowledgement of this diversity is embedded in the phrase “Aboriginal people.” When used in the competencies and supporting materials, this phrase honours all First Nations, Inuit and Métis peoples of British Columbia. It encompasses individuals, communities, bands, nations, organizations and urban populations.”

Why should we do it?

What will happen and what results will we get?

- Results expected
- Goals
- Scope

How will we make it happen?

- Work breakdown
- Task dependencies and relationships
- Communication strategy
- Risk management strategy
- Approvals ladder
- Milestones
- Indicators of success
 - Evaluation
 - Aboriginal customers, clients, partners and leaders
 - Reporting

Who will do it and where? Who has influence, authority and/or resources we need?

- Resources

When will we do it?