

## Section A: Managing Transformational Change

### Unit 2: Promoting and sustaining change

#### Activities

##### 1: Plus, Minus, Interesting

Do a PMI on the notion of introducing a particular innovation to your school/dept.

- Plus
- Minus
- Interesting

Then consider:

- To what extent does existing practice accommodate the 4 principles?
- Where it has been introduced, has it enhanced these?

Choose a spokesperson; be prepared to give feedback

*(PMI is an Edward de Bono method for analysing situations:*

- *Plus – what is good about the innovation?*
- *Minus – what has been negative about it?*
- *Interesting – what is difficult to categorise either way, but is worth mentioning?*

*The purpose of this activity is to get people to engage with the four principles in the context of an initiative that is currently affecting them. The PowerPoint slide can be amended to reflect this initiative (e.g. by substituting 'formative assessment' for 'a particular initiative'). Half an hour would be adequate for this activity, including feedback and group discussion.)*

##### 2: Paper Carousel

Discuss

- What are the barriers to change in your school/dept?
- What strategies and solutions are there to encourage and sustain change in your school/dept?

Summarise conclusions and circulate them to other groups.

Look at other groups' conclusions

- How are they similar/different to yours?
- What can you take from them?

*(This second activity helps people to focus on the factors that promote or impede change. These are often very specific to schools and departments, and a clear identification of them can act as a major catalyst to promote an innovation. The activity also enables people to start thinking about strategies which may be adopted to facilitate change.*

*The activity can be a paper carousel, if working with multiple groups. Groups get a set time to set out their ideas on flipchart paper, then the papers are circulated between groups, who can then identify ideas that have not previously occurred to them. This activity can provide the basis for the first stage of a development cycle.*

*As with activity one, this slide can be modified to take account of local circumstances.)*