

Planning with Purpose

Four Stages to Success

Not for profit organisations are important to our communities and as individuals we get involved to help achieve the benefits they deliver. However, our experiences are not always productive and purposeful, detracting from the achievement of the organisation's objectives.

The problems organisations experience can often be traced to four key underlying causes.

- The group isn't clear about what they want to achieve and why it is important to them.
- They don't fully understand their situation and haven't explored ways to improve it.
- They're uncertain about the capability needed to implement priority actions.
- They don't ask questions, nor learn from their mistakes quickly.

Liz Todd at Plan for NRM has been working with organisations for over 17 years and understands the problems they face. I started consulting in 2012 to fill a gap identified in capacity and services available to regional organisations. My business provide access the skills and expertise organisations need to effectively plan and execute their priority projects.

My approach steps through Four Stages to help organisations achieve their goals.



Clarity. A lack of clear direction and objectives at the strategic or organisational level can lead to disengagement and projects that don't contribute to overall goals. Gaining clarity involves sharing and understanding why people are involved, why the issues and goals are important and coming to a collective agreement to take action.



Knowledge. A robust understanding of the issues and their causes is needed in order to make decisions about how to best address them. Gathering knowledge and perspective before setting goals will ensure decisions are well informed, realistic and have a high level of confidence for delivering the intended outcomes.



Capability. Capability is having the knowledge, skills and behaviours to effect change. Management responses that don't consider the full capability needed, will fall short of their intended outcomes. Influencing change often means addressing the underlying attitudes and values before new practices can be adopted. The influence of priority actions is linked to capacity to resource and deliver them well.



Validation. Unintended results can occur when assumptions are made about actions taken. Monitoring and evaluation are often overlooked but offers a lot of value when considered at the start of a project. Prior planning identifies what information would validate and demonstrate success and checks progress along the way.