

# LEADING CHANGE TOOLKIT™

TO HELP CHANGE AGENTS AND  
CHANGE TEAMS MAKE LASTING  
IMPROVEMENTS IN HEALTH CARE



## Social Movement Action Framework Worksheet: Network – Has Yours Got What It Takes? A checklist for change agents and change teams

Networks can play a critical role for change agents in social movements connecting people and resources with a shared focus. To be effective, they require seven key elements.

Instructions: Review the checklist below to determine if your network has all that it needs to be effective.

### Seven Key Elements:



#### 1. A clear vision

The purpose and function of the network must be clearly stated and understood by the membership.

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#### 2. Shared leadership

The leaders of the network work collaboratively with a shared or distributed leadership model. Roles and responsibilities must be clearly defined to support a high level of accountability, commitment and trust.

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#### 3. Common language

A clear understanding of the shared concern that is central to the network and its purpose is needed. A common language can also help support the development of a collective identity focused on the shared concern or strongly desired change.

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#### 4. A communications system

To support relationship-building among the members, communications systems (e.g., group email, a Facebook page) are needed to plan activities, share lessons learned and successes and support open dialogue.



### 5. Shared resources

Available resources, assets and capacities must be identified within the network. This strengthens the function of a network as a structure of pooled resources that individual members can use to enhance and accelerate their change initiative.

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### 6. Social ties among the members

Networks need to build healthy social relationships amongst the members. This will help to cultivate trust and facilitate a willingness to collaborate which is at the heart of a network.

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### 7. Feedback loops

Networks need to keep updated in terms of their members' needs, available resources, current opportunities and challenges. This can allow networks to remain current, dynamic and flexible.

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*SOURCE: Adapted from Blueprints for Change, undated*