

LEADING CHANGE TOOLKIT™

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



Social Movement Action Framework: Networks of people and resources – 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. They require **seven key elements** to be effective.

Review the checklist below to determine if your network has all that it needs.

Seven key elements



1. A clear vision

The purpose and function of the network must be clearly stated. If the vision and purpose are not clear, members might not understand and won't buy into it.



2. Shared leadership

The leaders of the network must 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.



3. Common language

A clear understanding of the shared concern central to the network and its purpose is essential. A common language can also help support the development of a collective identity focused on the shared concern.



4. A communications system

Members need communications systems to plan activities, share lessons learned and successes, engage in open dialogue and build relationships with one another.



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.



6. Social ties among the members

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



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.

SOURCE: Adapted from Blueprints for Change, undated