



Current Reality/Desired Future

- What:** This tool will help map out both the current reality and the desired future. (eg. number of FTE's, number of patients/residents/ clients, number of beds, etc.) Being able to see the connections between the two will help you pinpoint your short term objectives and strategies and help you plan your next steps.
- Why:** A clear “vision” of the desired future is critical to any change plan. But just as important you need a picture of where you are now in relation to the vision so you can see clearly what needs to be done. Providing a clear path can provide those involved in the change with energy and motivation to makes things happen.
- When:** Use this tool when you first start your change initiative and revise or develop the map whenever you need to throughout the change.
- How:** It is usually easier to start with the end in mind. A map requires two steps:
- 1) Describe the desired future
 - 2) Draw the current reality

1) Describe the desired future

Alone or in a small group, take a piece of paper (or flipchart sheet) and in the centre describe the change you plan to implement, using 2 to 4 words or a picture or both. Draw a circle around it. Then jot down key words or pictures all around it that describe the different elements of the desired future. Again use words or pictures or both. Be sure to include what will be different and what results you plan to achieve. Jot down your ideas as they come to you (ie. brainstorm). Then, group related ideas with lines/arrows or coloured markers.

2) Draw the current reality

Alone or in a small group take a separate piece of paper or flipchart sheet and in the centre write in a few words or draw a picture to describe what currently exists and will need to change in order to achieve your desired future. Draw a circle around it. Then jot down key words to indicate the different factors related to the change effort. (eg. people, processes, materials, attitudes, resources, etc.) Again “map” the ideas as they come to you then group related ideas together.

TIPS:

- Use key words, not long phrases
- Don't worry about neatness, keep the ideas flowing
- Use symbols, pictures and colours
- Go over the map with someone who can help you gain additional insights and coach you on next steps
- Take a few minutes to revise or revisit your map whenever you feel the need to refocus your efforts or gain a better understanding of how things are progressing