

## 2. ANALYSING & INFLUENCING CHANGE

The following change algorithm (a process for thinking through change) is based on the idea that change is a process and not an event. Understanding at what stage of the process you are at and what lies ahead will assist you in determining the level of influence that you have over managing the change.

If you are not currently leading a change process, but would like to test the algorithm, you may want to think about the process for implementing the Australian Curriculum in your school.

1. What is the change you are involved in?

2. Describe the required change in one sentence. (this is a critical step and should not be underestimated)

3. What is the source of the directive for change?

- ★ National Government
- ★ Local Community

- ★ State Government
- ★ School Council or Board

- ★ Systemic Authority
- ★ The Principal

- ★ Self

4. Given the source of the change, how much influence are you able to have over the changemakers?

5. At what stage is the change process?

- ★ Preliminary Idea

- ★ Discussion Paper

- ★ Consultation Paper

- ★ Policy Initiative

- ★ Framework Document

- ★ Firm Directive

- ★ Post Implementation (i.e. the change should have happened and hasn't and you are now the leader)

6. Given the stage in the process, what influence are you able to exert over the nature and the timing of the change? Are there aspects of the change that you can influence at the school level?

7. List three new things or benefits that will arise as a result of the change being introduced in your school.

8. List three negative impacts on the school as a result of implementing the change.

9. List three things that the school will stop doing as the change is being implemented.