

Transformative Change Managing the Network

This worksheet was adapted with only minor changes from June Holley's activity, "Your Network Needs to Decide...", [The Network Weaver Handbook](#), February 2012 (p. 241)¹.



This tool is associated with the following guiding principle:

Scaling transformative change will occur if practitioners engage in networks to gain access to expertise, professional development, and other vital resources.

Criteria	Questions	Your Network's Answers
Purpose	What is your network's purpose? Why do you think a network will help meet that purpose?	
Principles	What principles will guide your network?	
Membership	<p>Will you have members? Who will be members? How large a network do you envision? Why that size? How will you relate to others in your relational networks?</p> <p>What are the responsibilities of members? What are their roles? What will they be expected to do? To contribute? To commit to?</p> <p>What assets will each contribute? Skills? Resources? Connections?</p> <p>How will members be reviewed and evaluated? How will trust be built among members? Will there be training for members?</p>	



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<p>Governance</p>	<p>How will the network make decisions? What decisions will need to be made by consensus? What will the network need to make decisions about?</p> <p>How often will the network meet? How will conflicts be dealt with?</p> <p>How will performance of the network be reviewed and evaluated? Will a Steering or Coordinating Committee be set up? What will its responsibilities be?</p>	
<p>Coordination and Operations</p>	<p>How will the network be coordinated? Volunteers? Staff? How will staff be paid? What will they be expected to do?</p> <p>How and where will it operate?</p>	
<p>Planning, Strategy Development and/or Priorities</p>	<p>Will the network develop a plan?</p> <p>What is the overall strategy for change?</p> <p>What are the priorities for the network?</p> <p>What are the leverage points (places where targeted action can make a difference now)?</p>	
<p>Action</p>	<p>What action will the network take? How will it be organized?</p> <p>How will you decide what actions to take? Will you develop a plan?</p> <p>What training and skill building will the network provide?</p> <p>How will actions be reviewed and evaluated?</p>	



Money and Resources	Where will the money and resources come from to support the network? What expenses will the network have? How and where will the network get money for collaborative projects? Are there other resources that can substitute for funding, such as pro bono services? Network resources?	
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ⁱ June Holley provides consulting, training, and coaching to organizations who are interested in creating healthier networks through a better understanding of self-organization, collaboration, innovation, and learning. An avid researcher on complexity and organizations, she has co-authored over 30 papers, articles, and books on various aspects of economic and community networking. Learn more about Holley and her work at <http://www.networkweaver.com/>.

