ACHIEVE RESULTS
• What is the purpose of this initiative?
• What does the desired result look like at the achievement of the initiative?
• What are the important elements of this initiative?
• What is our vision for change? How will we know when we get there?
• How will the decision support the vision, mission and goals?
• What strategies and tactics will we employ to achieve our desired results?
• What tasks need to be accomplished as a result of this decision? How will the tasks be completed once the decision is made?
• What resources are needed, what do we have and where are the gaps?
• If we are successful in creating the changes required, how will we measure success? What indicators will be most useful?
• What will be different when this goal is achieved?

ENGAGE OTHERS
• What combination of strengths, knowledge and experience will help you achieve the result? What do others have to offer?
• What leadership strength can you offer to engage others in decision making?
• Who is impacted by this initiative? How do we meaningfully involve these individuals?
• What is really important to communicate? When? How?
• What influence do you have with decision makers and stakeholders?
• What type of team do we need to be successful?
• How do we develop and support the team to achieve the results we seek?
• What relationships will be important to achieve this goal?

DEVELOP COALITIONS
• Who are our key partners (internal or external to Nova Scotia Health Authority)?
• Who has a stake in the outcome of this initiative? How significant?
• What strengths and talents will be needed, what do we already have and where are the gaps?
• How does this project impact customer service?
• Where are our partners in their current understanding of this issue? In their level of commitment?
• How will we begin developing the relationships needed to achieve our results? Are there existing or potential forums that could be leveraged?
• What evidence-based information might be helpful?
• Which stakeholders will be impacted and in what way? What might be the long- and short-term implications for stakeholders?
• What are your stakeholders’ priorities (budgets, environment, research, recognition, innovation)? How might you appeal to those goals while planning to mitigate potential conflicts?
SYSTEMS TRANSFORMATION

• What is the systems impact we are striving for?
• What systems, structures and processes are impacting the current situation?
• What is the impact on the team, individual, organization and system?
• What innovative ideas or practices can we build on?
• How can we collaborate and network across boundaries to solve problems?
• What opportunities may this invite?
• What improvements will be evident upon successful implementation?
• What are the future trends? What are best practices?
• What change opportunities/challenges do we anticipate in undertaking this initiative?
• How do we ascertain the readiness of individuals, team(s) and the organization to engage in the change process?
• What are your milestones and success measurements?

LEAD SELF

• What assumptions am I making about what is required to achieve this result?
• What biases or personal agenda do I have that may have an influence on this work?
• What strategies will I employ to manage my emotional state, performance and health?
• How will I maintain a work-life balance?
• What is my current level of capacity to lead this work?
• What are my strengths and areas of vulnerability, and how will I recognize opportunities for personal learning?
• What is the impact for me in not making the decision?
• Am I prepared to take a stand on issues based on personal values or beliefs even when it’s not popular?