

Our change journey 2 h 30 min



ACTION PLANNING FOR FORB

GROUPWORK
GROUP EXERCISE

About the exercise

TARGET AUDIENCE

Best suited to grassroots-level groups/faith communities, civil society organisations, human rights defenders and faith leaders. Useful for politicians in some contexts.

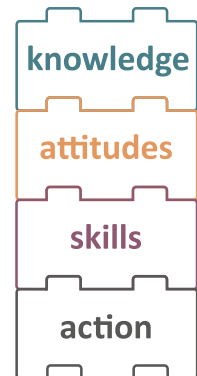
PURPOSE

To enable participants to deepen their knowledge and develop action-planning skills.

DESCRIPTION

Following a brief knowledge input on a simple ten-step process for action planning, groups draw and write their action plans as a visual 'journey' on flipchart sheets. Depending on your target audience, these action plans could be real plans that small groups want to implement, or sample plans developed as a way of learning action planning skills.

The exercise is designed to follow the '[What's the problem?](#)' exercise on page 175 but is easily adapted for use after any problem analysis exercise. Participants should have chosen a problem to develop an action plan for prior to the exercise. The exercise is aimed at groups with little (if any) prior knowledge of action planning processes.



Instructions

RESOURCES

- 'Our change journey' [handout](#) – one per participant.
- Ready-made [PowerPoint](#) presentation and [script](#).

Find the handout, PowerPoint and script at

www.forb-learning.org/exercises/our-change-journey.

These resources are available in multiple languages in the accompanying materials to Session 8 of the Local Changemakers Course. www.forb-learning.org/changemakers-languages.

ADVANCE PREPARATION

- Ensure there is a large table and chairs set up for each action planning group to work at.
- Tape together the short sides of two flipchart sheets, creating a long paper. Prepare one of these per group. Put these long papers, pens and the 'Our change journey' handouts on the tables before you start the exercise.
- If the group has identified action ideas through previous exercises (e.g., the Talking tactics exercise), stick your flipcharts with action ideas up on the walls.

HOW TO INTRODUCE THE EXERCISE 17 MIN

• KNOWLEDGE INPUT (10 MIN)

Deliver the ready-made presentation using the [script](#) and [PowerPoint](#) presentation (slides 3-24). The presentation uses the imagery of planning a journey to introduce the process of action planning and the simple ten-step visual action planning tool that participants will use in the exercise.



SHORT TALK

- **EXPLAIN THE EXERCISE** (7 MIN)

Explain the following:

In the 'What's the problem?' exercise, we chose problems and divided into groups. Now each group will try to develop an action plan to tackle their problem, using the 'Our Change Journey' model we heard about in the presentation. These action plans could be real plans, that we want to implement after the training, or practice action plans that help us learn action planning skills we can apply later.

On the group tables, you will find a long flipchart sheet on which to draw and write your change journey. You will also find copies of the 'Our change journey' template to help you and as a handout for you to take home.

Your task is to create an action plan to tackle your group's problem on your flipchart sheets, using the different elements of the change journey model. You will have about 1 hour and 10 minutes in total to do this.

Show slide 25 while explaining the following:

The steps to take to make your plan are:

1. Decide who the changemakers are: who are the group of people or organisation who will implement the plan?
 2. Write the main problem that your group has been given to work with.
 3. Identify concrete attitudes, behaviours or rules that you want to change.
 4. Create a goal to mirror your problem.
 5. Identify the desired attitudes, behaviours and rules.
 6. Add the other 'people' involved – the people affected; the people, organisations or authorities who are part of the problem; and those with the power to make a difference.
 7. Choose and add your tactics and the main activities to be done in order to achieve the goal.
 8. Identify a few key practical steps needed to implement these activities.
 9. Identify what your messages are to the different people involved. What arguments will convince them?
 10. And finally, think about what risks you might face along the way.
- You don't have to do things in this order, but it's probably helpful!

Emphasise the following:

It would be possible to spend a long time reflecting on each question, but the aim of this exercise is to create the 'bones' of a plan – the big picture, which we can reflect on and develop more later if we decide to implement it.

Aim to spend about 8 minutes on each part! Remember this is a brainstorm of a rough plan! Write down your spontaneous thoughts and ideas and don't spend time formulating things carefully – a roughly formulated single sentence, or a few bullet points is enough.

And don't forget the action ideas we've already formulated in previous exercises! Perhaps you can use one or two of them in your plan.

Explain that after the groupwork, each group will have 5 minutes to present their 'change journey' to the rest of the group, followed by 10 to 15 minutes of discussion of their plan.

HOW TO RUN THE EXERCISE 2 H 10 MIN (APPROX)

- **GROUPWORK** (1 H 10 MIN)

Send everyone to their groups to start working. Go from group to group, checking they have understood what they need to do.

Keep time! Remind people to move on to the next question after 10 minutes and again at regular intervals after that.

Keep an eye on the groups – checking that they are staying on topic and on track, encouraging and giving them tips as best you can. If a group is stuck with a question you can't help with, suggest they move on to another step in the action planning process and come back to that issue later.

- **PRESENTATIONS AND FEEDBACK** (15-20 MIN/GROUP)

Invite each group in turn to present (5 min) and receive feedback (max 15 min).

Make it clear that the aim of this discussion is to support, encourage and help one another, developing our ideas together. It is not a competition to see who has the best action plan – none of us have had time to come up with the perfect plan!

Use the following questions to lead the feedback discussion:

- What do you like about this action plan?
- Do you have any suggestions for how to make the plan even better? For example, additional people we could work together with or other tactics that could be used.
- Would any of the tactics/actions be ineffective, unrealistic, or too risky?
- Do you think the tactics/actions planned would result in achieving the goals of changed attitudes, behaviours and rules or in progress towards that goal?

Be strict with time keeping, ensuring every group gets a fair chance to present and get feedback.

HOW TO CONCLUDE THE EXERCISE 3 MIN

Congratulate participants on their excellent work and their engagement. Emphasise that, regardless of whether they intend to use their action plan or not, they have learnt a lot of action planning skills that they can use in all kinds of change making processes they are involved in in the future.

Source

Local Changemakers Course, FORB Learning Platform, www.forb-learning.org/changemakers

TIP! Why not schedule a break or introduce an energiser at this point? The 'Fistfight' game on page 22 works particularly well with this exercise.

TIP! If all the groups are working on the same problem, shorten the process, allowing less time for discussion of each individual plan and more time for a collective assessment of the plans.



'Our change journey'

“A fun session! Participants enjoyed developing their change journey maps. They all had concrete ideas about what they want to do to make change after the course is finished.”

HIDAYA DUDE, FACILITATOR, TANZANIA

“The activities in the action planning sessions help the participants sharpen their skills – they’ll be more effective as changemakers as a result.”

HAMMAM HADDAD, FACILITATOR, JORDAN

“The participants decided to form a group that’s going to continue to work together to promote FORB in the city through advocacy, awareness raising and mobilisation.”

UKOHA NGWOBIA, FACILITATOR, NIGERIA