tcc group

CCAT Interpretation Worksheet

Step 1: Who Are You? What Do You Want to Be?

Right now we are a _____ *Micro* _____ (Micro, Macro, Hybrid) organization.

My" relational communities" are: _Other community health agencies, federal health care programs, ACA management agencies, local social service agencies_

What's your organization's appetite for growth over the next 5 years? _We want to double our impact_

Step 2: What is Your Current Lifecycle Stage?

Our organization is in the _Core Program Development_ stage of our lifecycle.

What capacities might be associated with this lifecycle stage?

_____

Step 3: What Are Your Priority Capacity Strengths & Challenges? [3 min]

What are strengths of the organization? How can you leverage them?

_____

Overall, where do you agree strongly? Disagree strongly?

_____

Are there any common themes?

_____

_____

Step 3 (cont.): What are your priority recommendations for this agency? (see p.11)

Which of the four core capacities bubbles up to the top when you consider the priority recommendations in the report?

_____

Using the core capacity lifecycle matrix, which cell best represents your organization's current situation and the change most needed?

_____

What would it look like if this organization were to realize this change by building capacity?

_____

Step 4: RACI Analysis: Your Change Team – Who needs their capacity built?

Responsible:

_____
(Who makes sure the work gets done?)

Accountable:

_____
(Who makes the final decision and has ultimate ownership?)

Consult:

_____
(With whom must we consult before a decision or action is taken? What questions will you ask?)

Inform:

_____
(Whom must we inform of a decision or action? What are the key messages / messengers?)

: What Does Your Change Team Need To Build Its Capacity?

Determine where you change team falls along the Ready/Set/Go continuum. What resulting actions do you need to pursue / set up for the change team to be successful? *Fill out the boxes that best represent where you are and what you need to do.*

What specifically needs to be changed?

_____

		Changes that need to happen by your change team	Type of Capacity Building Support Needed
W H E R E A R E Y O U N O W ?	**We need to get READY**	Awareness	
		Knowledge	
		Attitude	
	We need to get SET	Motivation	
		Skills	
	We need support to GO	Opportunities	
		Behaviors	
		Habits	

Step 6: What Available Resources Exist To Help You Build Capacity? What Resources Do You Need To Acquire?

_____