

PERSPECTIVE MAP

The Perspective Map enables change agents to facilitate conversations between executives, management, and frontline teams, to help each layer understand the perspective of each other.

1 Facilitate the Initial Conversation

There are two ways to facilitate a perspective mapping workshop:

1. Coordinate a workshop with representatives from all levels of the organization at once
2. Work with each group separately over multiple workshops

In either scenario, give each group their own canvas and have them work in teams to discuss the benefits and risks of the change. The outputs of the conversation are captured on sticky notes on the canvas.

2 Consolidate the Feedback

Collect the sticky notes from each group and consolidate them onto a single Perspective Map.

3 Group the Themes


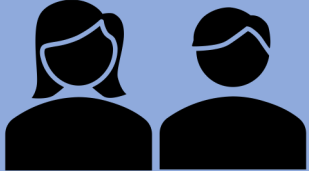

Perform an affinity mapping exercise to group the sticky notes by key themes in each section.

4 Facilitate a Group Conversation

Bring all stakeholders back together to review and discuss their varying perspectives of the change.

5 Make the Perspective Map Visible

Share the Perspective Map widely and make it visible in order to encourage further dialogue about the change.

STAKEHOLDER GROUP	BENEFITS OF THE CHANGE →	← RISKS OF THE CHANGE
 EXECUTIVES		
 MANAGERS		
 TEAMS		