END GBVF Movement

GBVF Maturity 30-Day Challenge

Lift-off Workshop

the world of impact

eish impact

Ford Foundation

GBVF Maturity Health Check focus area

Self-improvement tool

Guide GBVF Maturity journey

Purpose

- Self-assessment of how we are doing on GBVF related behaviours, policies, and practices.
- Help us identify areas to improve
- Not a GBVF audit

Our survey gaps

- xxxxxxx

What we doing today

What is 30-Day Challenges all about

Shaping our 30 day goal

Developing our team agreement

Developing our work plan

What is a 30-Day Challenge?

1 It is a project

2 It lasts 30 days

3 Like all projects, it has a...
A goal   A team   A plan

4 What makes it different?
It is designed to harness the power of crises, without creating a crisis!

30-Day Challenge is a 100-Day Challenge on steroid....
Just simpler and faster and internally in an organisation

Inspire unusual behaviours

>>>>>

Crisis

Sense of urgency

Success, or even survival is far from guaranteed

"All hands-on deck" - all focused on the crises

People ignore red tape, hierarchy and approvals
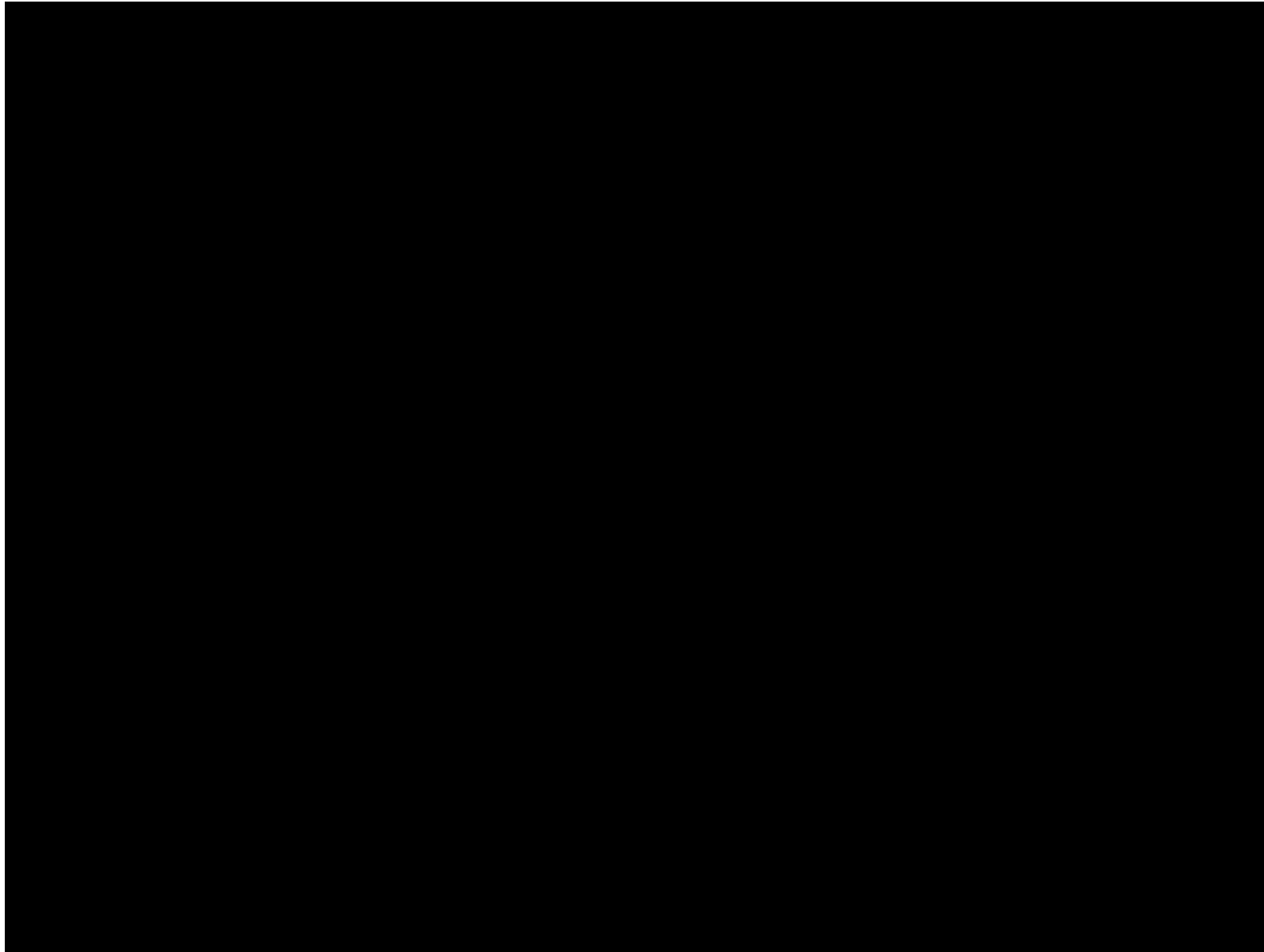
30 & 100-Day Challenge

Fast - 30 or 100 days from project start to completion

30 or 100-Day Goal feels almost impossible to achieve

Right team is assembled, all committed to the goal

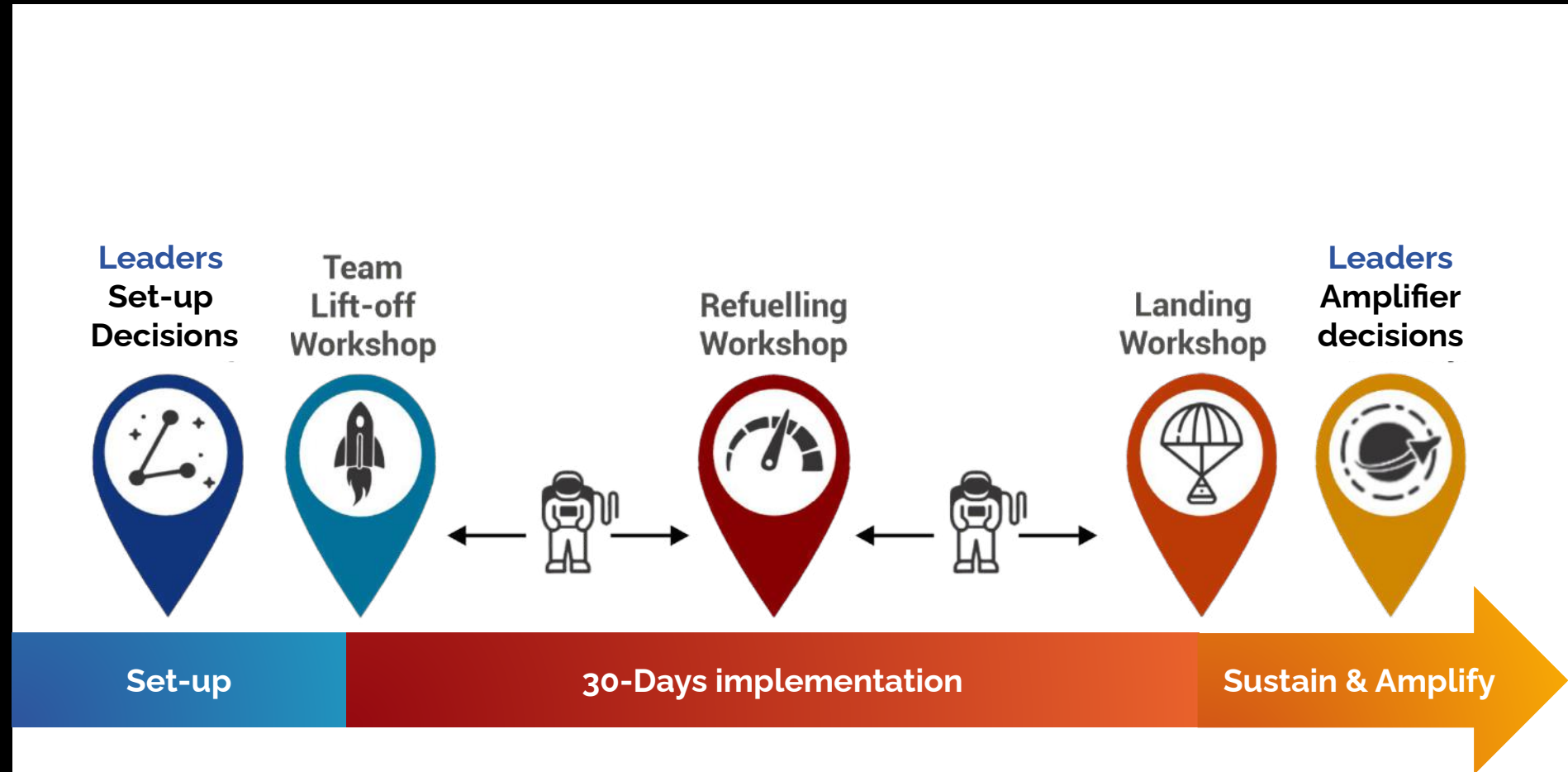The Challenge team has full agency of their plan, to experiment and pivot during the 30 or 100 days

Our 30-Day Challenge

Aim

Rapidly improve GBVF Maturity in our organisation focusing on a priority area as revealed by the Health Check results

Leaders Set-up Decisions

Team Lift-off Workshop

Refuelling Workshop

Landing Workshop

Leaders Amplifier decisions

Set-up

30-Days implementation

Sustain & Amplify

30-Day Challenge team
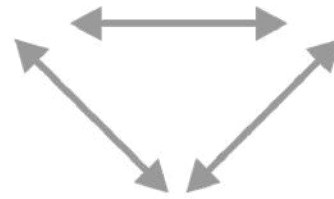
Leadership team

Context - Review Health Check Survey results

Focus – Decide on behaviour, practice, or policy to focus on

Actors - Select the 30-Day team (4-8 staff members) and Team Coach.

Challenge mentor

30-Day team

Goal - Set 30-Day Goal

Plan - Develop and implement the 30-day Work Plan

Team - Elect team leaders & shape team agreement

Team leaders

Team coach

Facilitate the workshops and coach the team leader

Shaping our 30-Day Goal

What makes a good 30 day goal?

- OUTCOME - Visible & Tangible benefit to "customers"

- "WOW" factor – highly visible

- EASY to MEASURE – frequently and cheaply

- EASY to UNDERSTAND – Grandmother understands & newspaper headline

- Fully OWNED by the team

SMURF not SMART Goal!

S = Strategic

M = Measurable

U = Unreasonable

R = Results-Oriented

F = Fast

Policy goal templates

Creating a new policy

Within 30 days, we will develop a policy/process for _____, and we will get this approved by _____ and by the management team

Disseminating an Existing Policy

Within 30 days, we will ensure that at least ____% of staff are aware of the policy about _____. We will measure this using "yes/no" text message to all staff

Moving from policy to action

During the last ___ weeks of November, ____ % of staff who report a _____ incident will receive _____ support within ____ hours, and a proper investigation will get underway within ____ hours.

Behaviour goal templates

Breaking the silence

Within 30 days, we will increase the number of staff members who file complaints (or speak up about) _____ from ___ per week to ____ per week.

Healing the wounds

During the last ___ weeks of November, ____ % of staff who report a _____ incident will receive _____ support within ____ hours, and a proper investigation will get underway within ____ hours.

Changing the culture

The last week of November will be a "GBVF model week", where we will have ___ incidents of _____. We will measure this through a yes/no text survey to all staff (asking if they experienced or or observed any type of _____)

Refining the goal

Compared to this baseline in the GBVF Health Check survey, does the goal feel really "unreasonable"?

When will we start measuring progress towards the goal and how often will we track the progress?

Is the goal framed as "In 30 days,... OR "Within the last week of the 30 days...?" OR "During the 30 days after the Challenge..." Which framing is more suitable?

What are the possible adverse consequences of pursuing this goal? What are ways to ensure that the team mitigates these?

Team leader election and team agreement

Our Team leader

Role
- Helps team members stay organised and focused on the goal.
- Coordinates, as needed, with the Mentor
- Leads weekly team meetings

Electing our team leader
- Submit 1 or 2 names (you can nominate yourself)
- Let's vote

Not necessarily the most vocal, but one who can bring team members together

Our team agreement

Team structure

▸ Who will play the role of data geek and storyteller? What other roles do we need?

▸ What name do want to call our team, if any?

▸ Who else to invite to join the team?

Management rhythm

▸ When and where will we have our weekly meeting?

▸ How and who will brief new team members?

How we will work together

▸ How will we hold each other accountable?

▸ What will we do to make our collaboration fun and exciting?

▸ What else?

Work plan

Our roadmap for the next 30 day

Step 1 - Generate ideas

Step 2 - Cluster similar ideas

Step 3 - Develop workstreams and action steps

Step 4 - Review and align on timeline

Step 1 – Generate Ideas

- Think about things the team can do to achieve the 30-Day goal (these could be actions, ideas, etc.)

- Write one "thing' on a post-it note.

- Place the post-it randomly on the wall

Conduct training on the new policy

Have a fun policy-quiz

Place policy posters in the workplace

Send WhatsApp alerts to staff about the policy

xxxxx

Note: These post-it's are just examples

If all the ideas are "business as usual".
challenge the team to come up with one or two new ideas!

Step 2 – Cluster Ideas

- Group post-its that go together
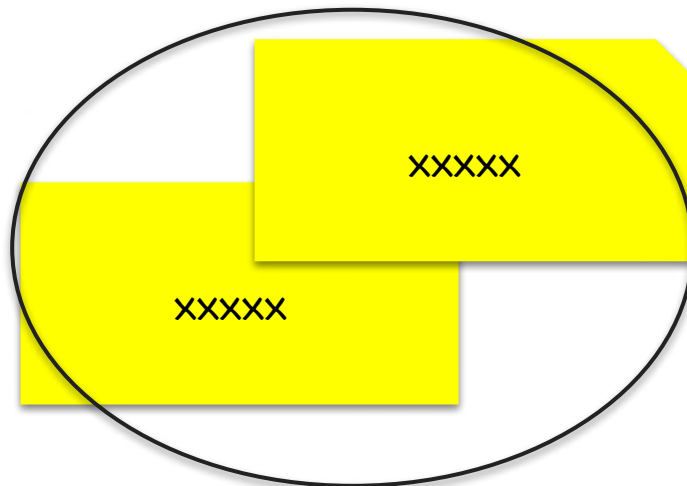
- Label each cluster with a heading (e.g. Training)
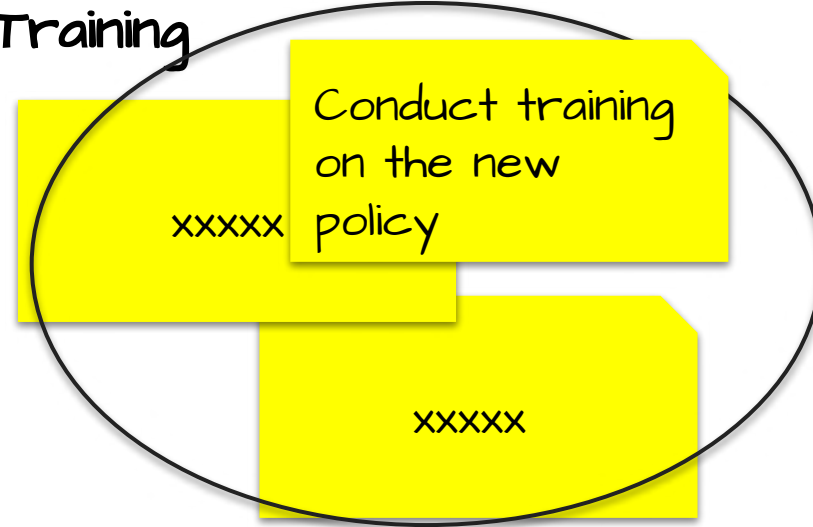
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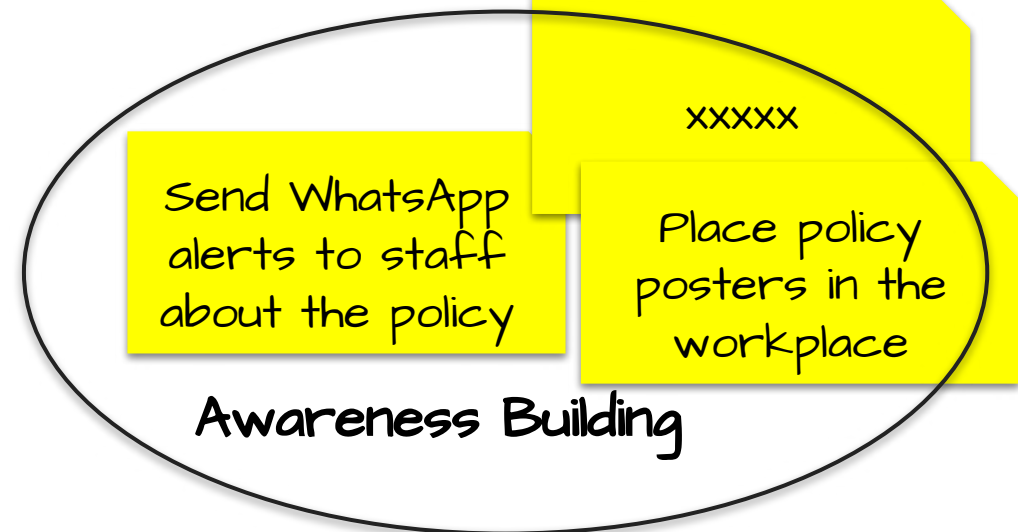
Training

Conduct training on the new policy

xxxxx

xxxxx

Have a fun policy-quiz

xxxxx

Measurement

xxxxx

xxxxx

Role Clarification

Send WhatsApp alerts to staff about the policy

xxxxx

Place policy posters in the workplace

Awareness Building
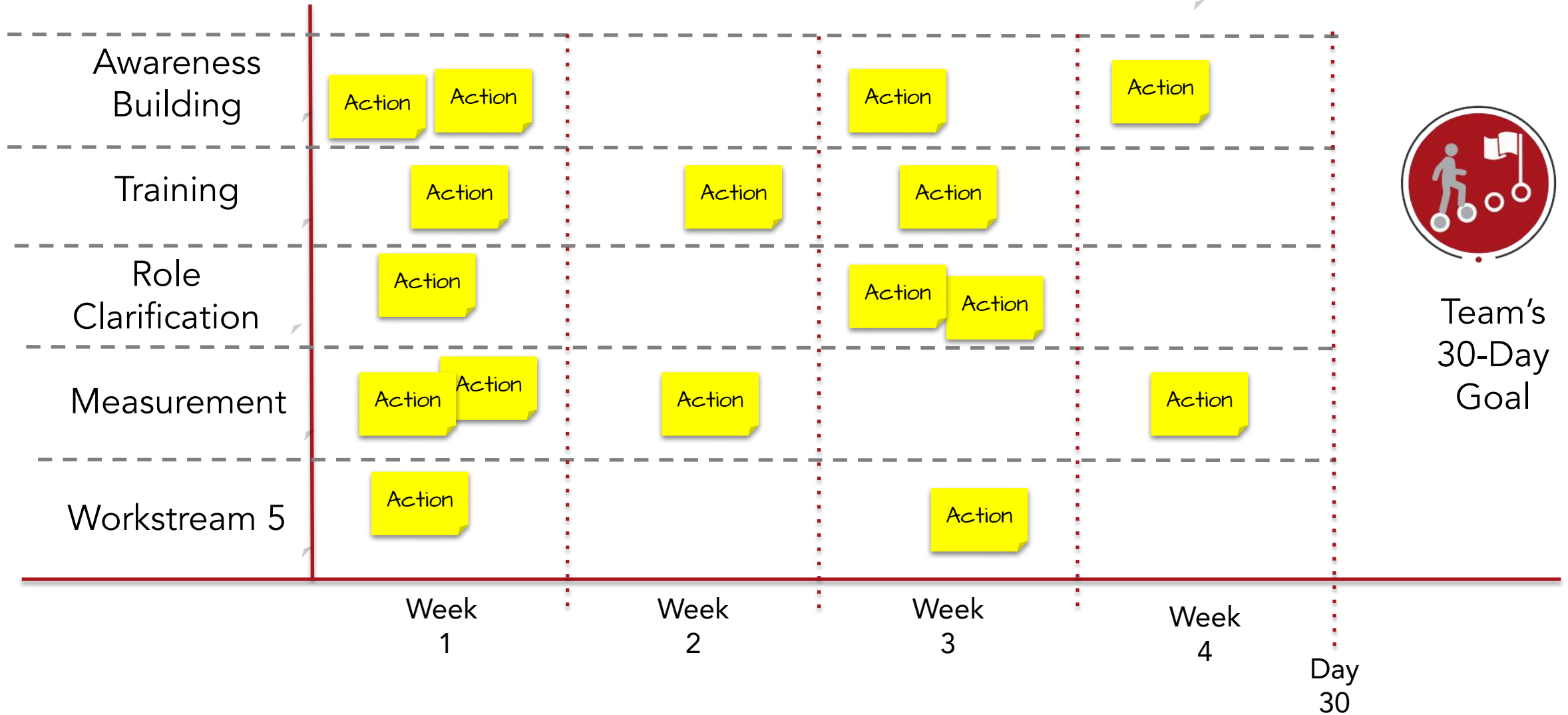
Step 3 – Workstreams

1. Place the cluster of **post-its in your workstreams** (you can convert some of these into action steps).

2. Decide what **action steps** need to be taken to achieve the 30-day sub-goal in your workstream

3. For each action step, decide on **one team member** to own this, and a **time frame** for completion (week 1, 2, 3, or 4)

4. **Write this on a post-it note** and place it in the corresponding week on the workstream swim lane

Action Step Example

Create simplified version or infographic of the policy

Octavia (week 1)

Step 4 – Review and align

Review the entire picture to check for alignment and gaps

- Do the timings across workstreams match up? Do we need to move the post-it's around on the timeline?
- Any gaps? Are there too many actions in one week?
- Additional team members to recruit?
- Other leaders to reach out to?
- Communication steps to inform others?
- Data we need to chase?
- What else?

Designate someone from the team to **transcribe the information** in the swimlanes into a work plan template.

Feedback & Photo
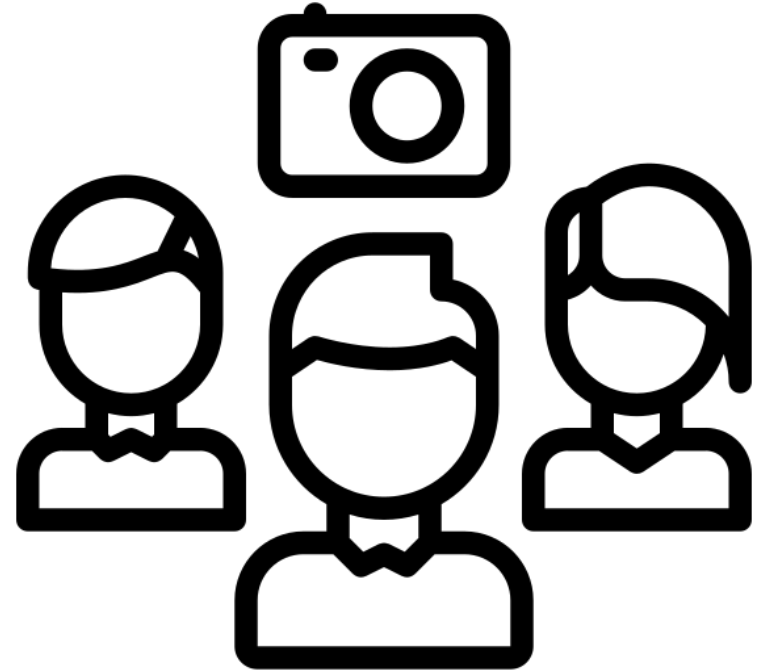
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