Developing your transformation plan together

Talk it through. Compare answers with other members of your collaboration (you may find it helpful to print the map out for this conversation so it is in front of you). Where there is a score difference of **4** or more points, discuss why you might have such different answers. People have access to different sources of information or resources within your collaboration. It could also be from gaps that offer opportunities for improvement.

Remember that there is no one right way to transform. It depends on your context and what your team is willing and able to work on, and what you're ready to do. Some different options for choosing priorities might be:

1) Choose areas that are scored low
2) Choose areas where small changes could lead to big gains
3) Consider the highest scoring areas, and how these could be used as leverage points to move other areas forward
4) Think about which areas could move in the short term, and which to start planning for the medium and long term
5) Ask yourselves what you are ready and motivated to take action on and which matters most for the communities you want to partner with.

Feel free to use a mix of criteria for identifying priority areas. Be sure to include everyone's perspective and don't be afraid to set ambitious goals! This is your journey – and your path. The greatest value of this tool is to foster a dialogue within your collaboration to help identify strategies to advance. Once you've worked through these differences, come up with your team's final scores and put the totals of your self-rated scores for each section into the boxes below. Now start identifying some priority areas to work on!

Collaboration or health department/division name: _____ **Located in:** _____

Section	Now (current self-score)	Goal in 6 months	Goal in 12 months (sum of goal scores)	Potential priority areas that would help us reach our goals (circle)
Core transformation skills				1. Equity 2. Stewardship 3. Communication 4. Partnerships with people with lived experience 5. Understanding our populations with an equity lens 6. Community collaboration 7. Budgeting and payment

Portfolio 1. Physical and/or mental health				1. Data for physical and/or mental health
				2. Advance population health strategies
				3. For health departments with direct outreach or care services:
				   a. Integrated care
				   b. Care management

Portfolio 2: Social and spiritual well-being				1. Data for social and/or spiritual well-being 2. Planning around social needs 3. For health departments with direct outreach or care services: a. Screen for and address social needs
Portfolio 3: Community health and well-being				1. Common vision 2. Concrete aims 3. Shared theory of change/community strategy 4. Set measures with the community 5. Community access to data
Portfolio 4: A community of solutions				1. Power sharing 2. Growing community leadership and voice 3. Institutional/health department policy 4. Public policy and context 5. Directing fiscal and human resources 6. Aligning and leveraging assets

Take Action: Develop an action plan for advancing your transformation

What three priority areas will you work on over the next 6 months? Work with your coach and collaboration to develop this.

Priority area	Strategy: What will you do?	Key partners who will need to be engaged	Resources and capacities needed	By when?	Who will take action on this?