Organizational and societal changes

At the organizational level and societal level the changes require a re-examination of 6 boxes below by asking the questions contained in each box. $^{\scriptscriptstyle 1}$

Relationships

- How do we foster or impede trust and collaborative action?
- How are we managing conflict? How are our relationships contributing to alignment, both horizontal and vertical, intra-organizationally and interorganizationally?

Rewards

- What incentives are there to do the work that needs to be done?
- How are the intended beneficiaries benefitting from the work?

Leadership

- Who is in the driver's seat?
- Who is held accountable for the resources made available?
- Who is keeping the other boxes in balance?

Structure

- How are we dividing the work between those who need to be part of it?
- Do all the critical parties feel ownership of their part of the work?
- Are they holding themselves accountable?

Helpful mechanisms

- How do we coordinate our actions with others?
- What systems, technologies or mechanisms do we have to help moving forward in alignment?

Purpose

- Why are we doing what we are doing?
- Are we strengthening the achievement of the country's development priorities?