

The Renovator's Delight exercise is designed to be a conversation with the intent to transfer ownership for change to those who will be impacted by or managing the change. The exercise engages the group in the process of creating the change and the associated control or ownership for the process helps to ensure the change will be real, and not phony. This exercise was pulled from Jason Clarke's TED talk on Embracing Change.

1. Introduce all the reasons WHY the change must occur.
2. Provide clear expectations around WHAT must change
3. You tell me HOW you will make it work.

Using the following quad chart, a (whiteboard, flip charts, etc). The conversation will provide the basis for cultural change that will stick versus structural change that most likely will not.

Conversation Questions:

Based on what you know about the past and what you've learned from the WHY and WHAT above, create the HOW by asking:

1. What do you want to
2. What do you want to
3. What do you want to

The output of the conversation will provide specific and broad guidelines and check points to measure against when the change is created.

Questions? Email us at DevelopU@smu.edu.