Strategic Direction in Action - Takeroute

Use the framework (8 beliefs) and actions to review your existing or potential strategic approach.
Create your own checklist using the Reflections & Connections column.
Embed the beliefs and language into your whole, continuous strategic process.

	Belief	Explanation	In Action	Some Questions To Consider	Reflections & Connections
1	**Wisdom lives within**	We learn best when we construct meaning for ourselves	Elicit wisdom from within to shape the future.	*How might we unlock the wisdom within our community?* *How can we create an environment and experience where staff find their own answers?* *How might we encourage curiosity?*	
2	**No Way is the Way**	There is no such thing as one size fits all	Use scaffolding, but adapt and create your own authentic next steps.	*Do we have the flexibility to develop our own authentic, powerful solutions?* *Do we have the courage to deviate from the script?* *How might we adapt (differentiate & personalize) the process to shape it and make it our own?* *Are we asking the right questions and considering many possible outcomes?*	
3	**Emotions Drive People**	You can't talk about change without big feelings	Leverage emotions to gain momentum that drives performance.	*How might we leverage emotions to drive our strategy forward?* *Have we acknowledged the impact of the strategy and how the changes may effect individuals?* *Are we regularly acknowledging and monitoring feelings using the Feeling's Log Matrix?*	
4	**Fish Don't Talk About Water**	We don't know who discovered water, but we are pretty certain it was not fish	Seek feedback and have the courage to create dissonance.	*What are we just NOT willing to see?* *What information can we seek that might create dissonance and stretch us out of our comfort zone?* *What patterns underlie the data we have gathered?* *What assumptions do we hold that should be challenged?* *How might we have the courage to face what's not working and what are we willing to give up to change this?*	

5	**You Can't Divide an Elephant in Half**	You can't divide the system into parts	Zoom out. Everyone must look at the whole elephant together.	*Given the complexity of our system, how might we capture and articulate all perspectives?* *How might we leverage this interconnectedness?* *How might we set up continuous dialogue between different parts of our system?* *Are we using an open and curious mind to unpack what we discover?* *Are our teams cross-functional?*	
6	**Process is the Content**	Optimal learning comes from the how	Use an experiential process with built in reflection and feedback loops.	*How might we create continuous feedback loops?* *What systems can we create for reflection?* *How might we act on the insights and reflections collected?* *What can we learn as we follow the path?* *Are we willing to make changes to our planning and how quickly do we make them?* *Do we have a continuous cycle of regeneration (insight, test, reflect)?*	
7	**Just Do It**	Powerful learning comes to life through action	A continuous cycle of think while doing, creates agility.	*How might we create emotional readiness for teachers to experiment?* *Have we created safe spaces/hubs for staff to unpack learning while doing?* *Are there some quick wins we can start with?* *For more complex goals, is there a point of leverage where we can begin to take action?* *Where can we gain strength and improve our agility?*	
8	**I Am Because You Are**	Inclusion, connection, purpose and belonging create energy	Ownership comes from valuing the input and ideas of those who will implement. Ubuntu	*Who are the people in our learning community that will make this happen?* *How connected do these people feel?* *How might we include their insights in the process?* *How might we show continued appreciation for the value they bring?*	