



## **Partnership and Community Collaboration Academy**

### **Managing by Network 2023**

#### **Adapting to Change: Strategies for Acting Politically**

1. Think of a change facing your agency, organization, or partnership.
2. Consider how this change will be perceived by five key players: potential allies, senior authorities, potential opponents, dissenters or skeptics, and “casualties” – those who have the most to lose as a result of the change.
3. Fill out the tables below to develop strategies for acting with political savvy through times of change.
4. Share your takeaway on the [Self-Study Form](#).

First, consider potential Allies and Senior Authorities. What is their interest in this change? How might they support your efforts to guide your organization or partnership through this time of transition?

A) Who are possible Allies?	What's their objective or interest in this change?	How might they help you?
B) Who are important Senior Authorities?	What signals are they sending about the change?	How might you secure their support for the change?

Now, consider potential opponents, those who are skeptical or dissenters, and those who stand to lose the most from the change.

C) Who are Opponents?	What might be some of their concerns? What do they stand to lose from this change?	How might you address their concerns, or help to “get them on your side”?
D) Who are Dissenters or Skeptics? <i>(They ask the key, tough questions, voice radical ideas or mention the unmentionables)</i>	What ideas do they have of value to the situation?	How can you enable their ideas to be heard, and keep them from being dismissed or marginalized? <i>(This will also help surface other perspectives and concerns.)</i>
E) Who might be Casualties?	What do they stand to lose from this change?	What would help them survive and thrive?