

Planning Committee

Much of leading a transformation effort of an organization includes a planning committee. The Planning Committee will guide work toward engaging the organization and co-lead the Scope of Work. Given the critical nature of the Planning Committee's work and responsibilities, the members ideally reflect the following characteristics, individually and/or collectively:

- **Champion** - demonstrates a commitment to advancing principles and practices of the organization that includes a lens of diversity, equity, and inclusion.
- **Culture Keeper** - known to embody the elements of the organization in experience, strength, challenges, and hope.
- **Principled Pragmatic** - able to approach issues with an “action-orientation” and is appreciated for their respectful skepticism.
- **Relevant Representation** - The Planning Committee includes colleagues reflective of a group that’s historically underrepresented, even “most marginalized” and impacted by the organization’s perspectives, principles, and practices.
- **Appropriate Levels of Authority** - the Planning Committee should include members who have organizational authority, as well as “cultural” authority, in that the guidance and leadership of the Planning Committee is honored and respected (even if the guidance and leadership disagree with others in the organization).

Planning Team

PURPOSE: Working with the Consultant, guide and lead the design, development, delivery, and discovery



-  **Champion**
-  **Culture Keeper**
-  **Principled Pragmatic**
-  **Relevant Representation**
-  **Appropriate Levels of Authority**

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