Change Made Simple:
How to Accelerate your Model Court Teams' Work

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What's one thing you've accomplished as a part of your MCT that makes you **proud**?

What's something you have to **do** or **improve upon** in order for your MCT to thrive?

Find your purpose.

Action | Target | Outcome

[8 Word Mission Statement](#)

The small group is the unit of transformation.

Table 2.18. Optimal Meeting Sizes [1]

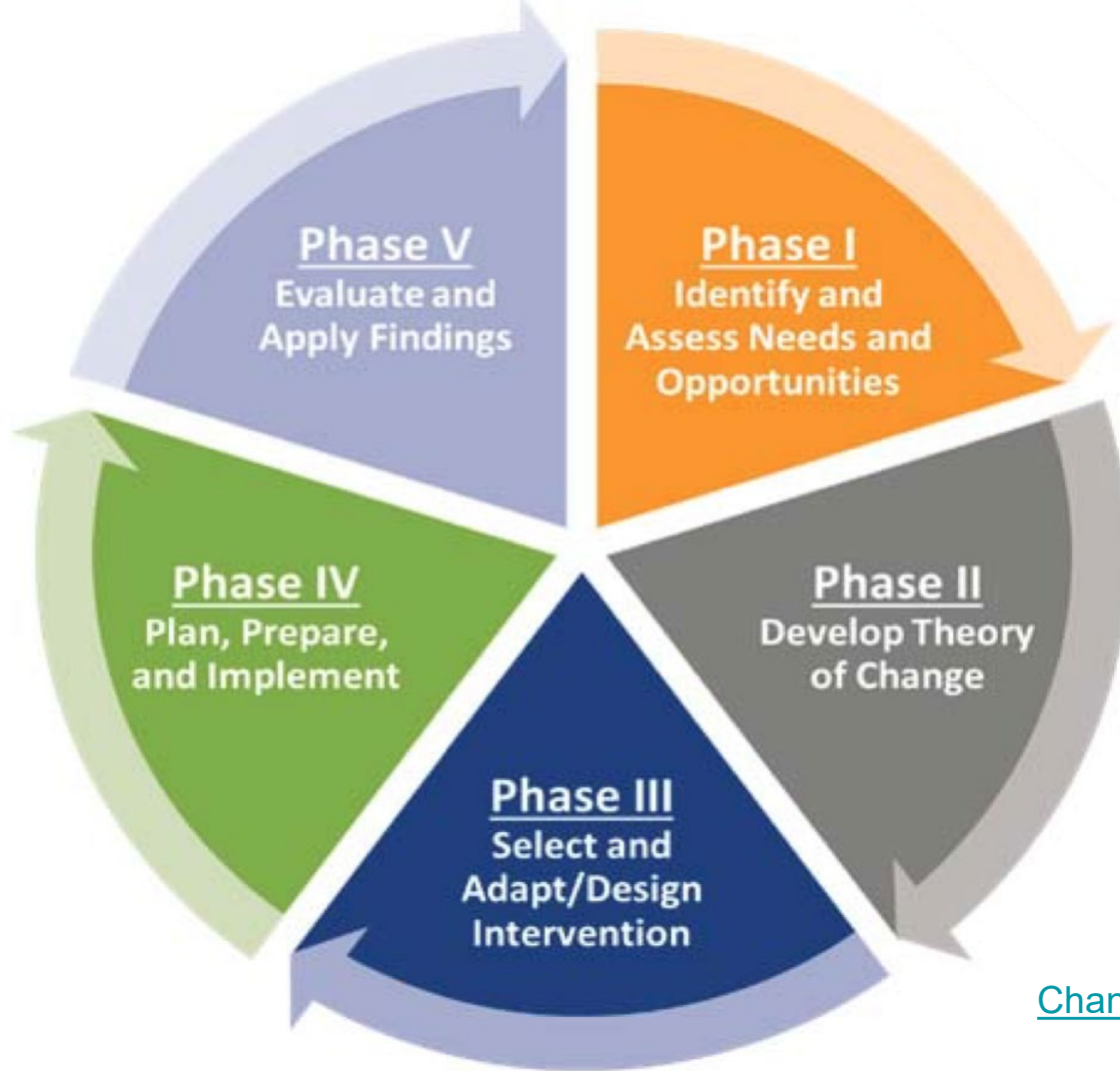| Meeting Type	Max. Parts.	Comments
Problem Solving	5	Recommend 5 or fewer
Decision Making	5	Recommend 5 or fewer
Problem Identification	10	More may bog down the process
Training Seminar	15	Especially for hands-on
Informational	30	To promote interaction
Review or Presentation	30	To promote interaction
Motivational	No Limit	The more the better

Who is on your team?

Who is missing?

Do you have the number of team members?

Who must you work with or through to achieve your purpose?

Ideal Team Size Article

This is your problem.

Phase V
Evaluate and
Apply Findings

Phase I
Identify and
Assess Needs and
Opportunities

Phase IV
Plan, Prepare,
and Implement

Phase II
Develop Theory
of Change

Phase III
Select and
Adapt/Design
Intervention

Change Management Tool

Different problems call for different approaches.

COMPLEX
PROBE-SENSE-RESPOND

EMERGENT PRACTICE <

COMPLICATED
SENSE-ANALYZE-RESPOND

> GOOD PRACTICE

DISORDER

CHAOTIC
ACT-SENSE-RESPOND

NOVEL PRACTICE <

OBVIOUS
SENSE-CATEGORIZE-RESPOND

> BEST PRACTICE

What is a "best practice" anyway?

Cynefin Framework.

What?

So What?

Now What?

The tool.

Thank you.

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