

# ***READINESS, WILLINGNESS & ABILITY ASSESSMENT: CREATING OPPORTUNITIES TO FOSTER MULTI-STAKEHOLDER INSTITUTIONAL CHANGE***

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# *Our Client-Partner Needs*

## Client Needs

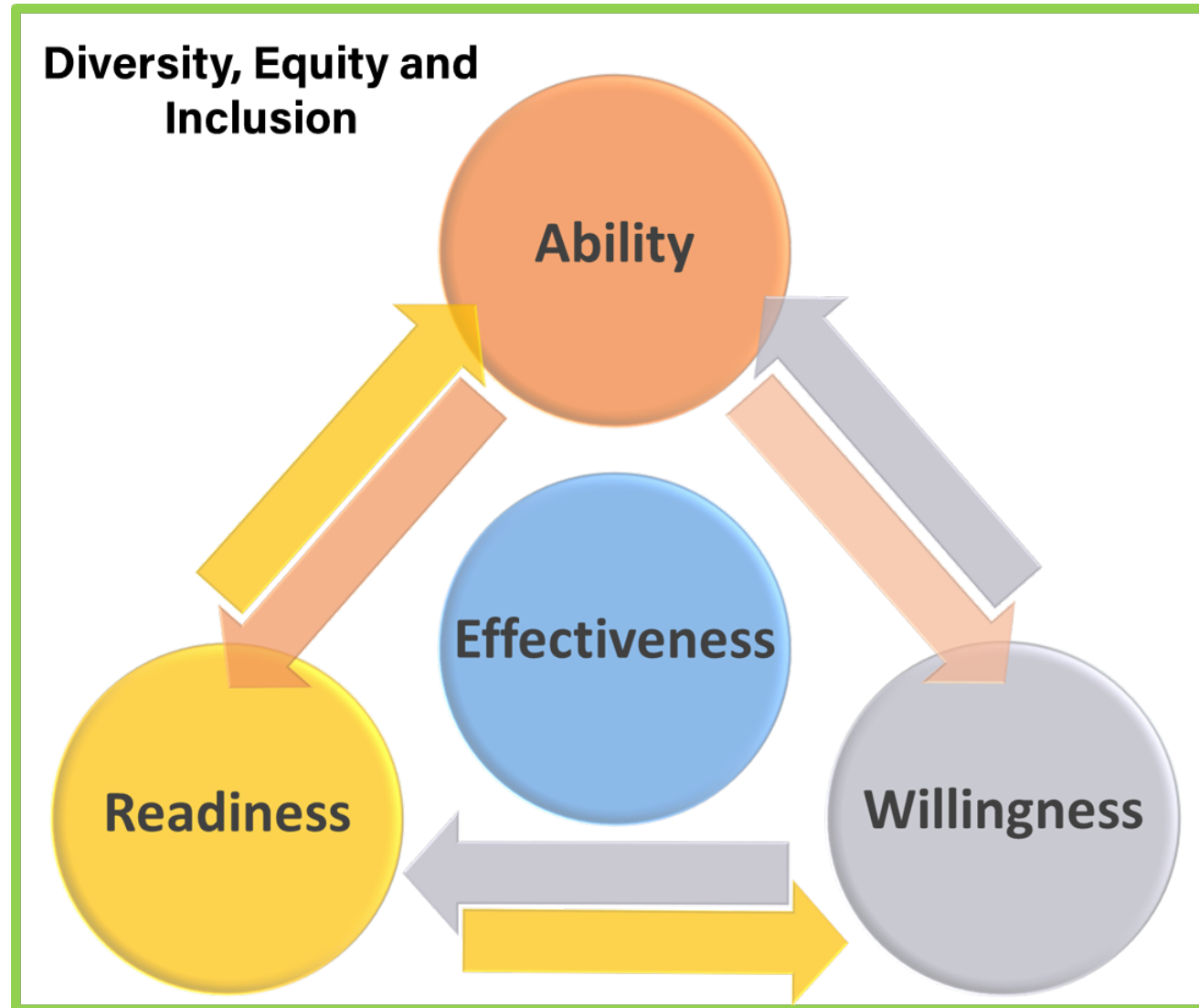
- Assessment of likelihood of institutional change
- Applicable to a wide-variety of institutions
- Aligned with their other assessments
- Quick and easy administration
- Quick turnaround of results

# *Our Client-Partnership Deliverables*

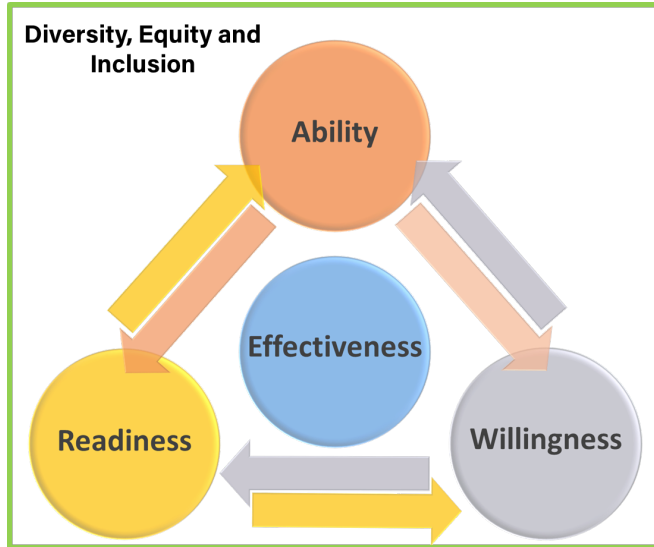
## Partnership Deliverables

- Knowledge-building resource
- Tailored to institutional context
- Gather information efficiently to select targets for change
- Rely on a theory of change
- Mandate the inclusion of diverse participants and perspectives
- Track progress to support change

# *Readiness, Willingness and Ability Assessment*



# Readiness, Willingness and Ability Assessment

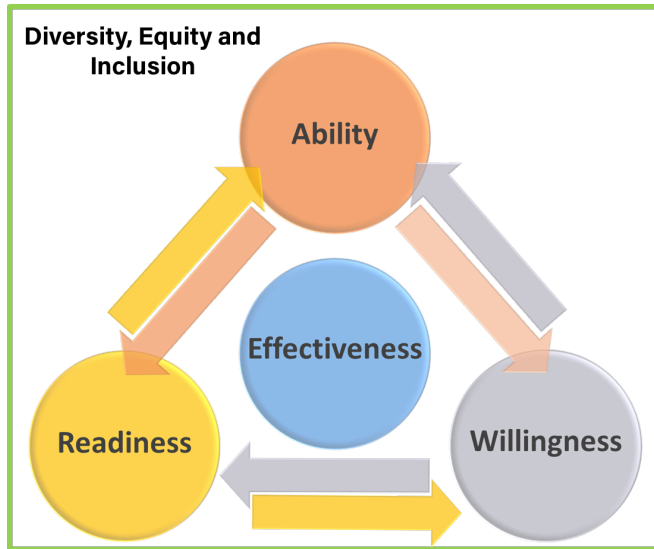


## Readiness

Leadership's capacity to identify and address the need for change, and position the institution for effective change.

*The perspectives, plans and implementation of best relationship management practices to guide and support efforts for change*

# Readiness, Willingness and Ability Assessment

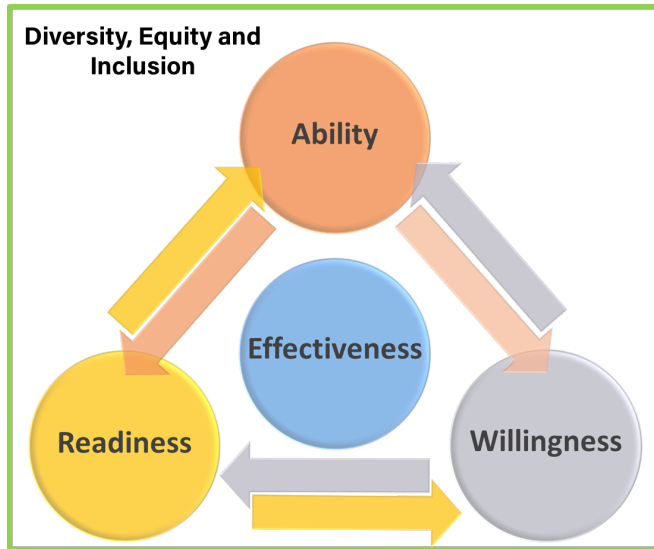


## Willingness

Change maker's motivation to actively contribute in change process.

*Perceptions of viability, support, risk management and benefit of change for the institution and stakeholder*

# Readiness, Willingness and Ability Assessment

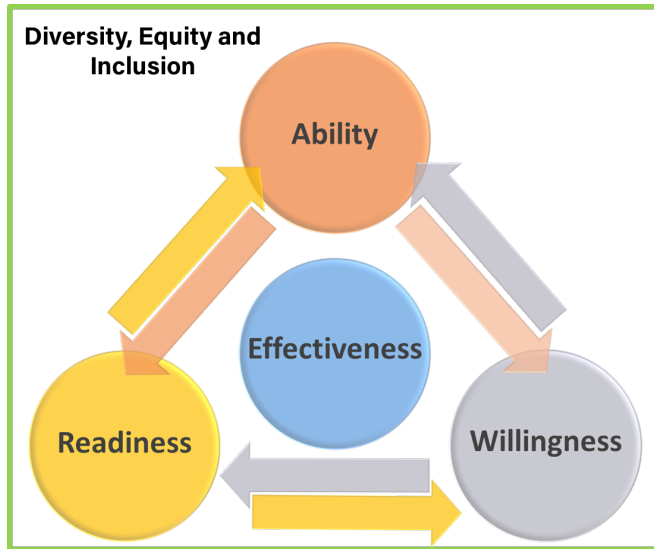


## Ability

An institution's available resources to support change.

*The presence of, and leadership and stakeholders' access to needed resources*

# Readiness, Willingness and Ability Assessment



## Effectiveness

The degree for change intention and impact on desired outcome

*Evaluation of both proximal and distal indicators of change effort's success*



# *RWA Model and Survey in Action*

## Piloted at Five Institutions

- Survey Findings and Performance
  - Consistent moderate to strong positive correlations among identified domains and variables
  - Some discrimination between participant groups
  - Enabled our client to get-to-know institutions and tailor their approach efficiently

# *RWA Model and Survey in Action*

## Piloted at Five Institutions

- Client's sense making sessions
  - Findings served as a jumping off point for productive conversations
  - Created opportunities to highlight more voices
  - Provided actionable next steps through the identification of points of agreement and disagreement

***THANK YOU!***



**SCAN ME**