

SESSION D2: THE 5-D PROCESS FOR VISIONING CHANGE

The 5-D process for visioning change that offers a generative yet practical model for discussing organizational change:

- ▶ **Define: Specifying the focus of change** – It is important to define the overall focus of the change process. Being clear and specific about which aspect of masculinities within the political organization we want to change is an essential first step in visioning a process of change.
- ▶ **Discover: Appreciating the best of what is already being done** – The next step in visioning change is to get clear on what is already being done to address this aspect of masculinities within the political organization, in order to highlight and learn from ongoing work, and its strengths and successes.
- ▶ **Dream: Imagining ‘what could be’** – The next step is to imagine new possibilities and envisage a desired future. This allows people to identify their dreams for the organization: what they want it to be like and act like in the future. In this Dream phase, we have the opportunity to think about and speak about our wishes, hopes and aspirations for the future.
- ▶ **Design: Determining ‘what should be’** – Design brings together the stories from Discover with the imagination and creativity from Dream. This brings the ‘best of what is’ together with ‘what might be’ in order to outline ‘what should be’. In this Design phase, we get the chance to outline specific changes we want to see made in order to challenge the aspect of masculinities within the political organization about which we are concerned.
- ▶ **Deliver: Creating ‘what will be’** – The fifth stage in the 5-D process identifies how the changes specified in Design will be achieved. In this Destiny phase, we have the opportunity to outline the specific steps we want to see taken in order to achieve the changes specified in Design.