

# As is, To be

## Work as a group within your CEP:

- Select some headings that are relevant for the current and future state of your working practices
- Write these down the left hand side
- Then create two columns: 'As it' and 'To be'
- Describe (in high level but meaningful ways) the change that you are creating to your working practices

Tip - don't worry about phrasing - worry about the true change that you want to see and feel.



# As is, To be // Template

	As is	To be
EG. COMMS		
EG. DECISION MAKING		
EG. RELATIONSHIP WITH SCHOOLS		
EG. YOUTH VOICE		

# SWOT Analysis

Remember working practices need to evolve over time.

Build in time for a review, and perhaps consider doing a SWOT analysis after 6 months to identify the:

## Strengths

What is working well and proving beneficial. What are your CEP's partnership strengths that you can share?

## Weaknesses

What isn't working as well and needs some support, intervention, additional resources, energy and commitment. Are there other CEPs with strengths in this area that we can learn from?

## Threats

What external factors might threaten the working practices and how might you plan for these?

## Opportunities

What external factors might create opportunities for your working practices (new technology, new legislation, shifts in policy)?

# Reflection Questions



What have you learned about your CEP in this last year?

What do you envisage as your next steps as a CEP?

What else is coming over the horizon?

What have you gained that can help you?

What are the challenges?

What might the solutions be?

What will your next steps be?

# Action Planning

Goal	Challenges	Solutions	Actions	Timescale	Support / Resources
Eg. All members of the steering group aligned around collective strategy	Haven't met in person for over a year. Changing membership of steering group.	Revisit overall vision. Connect individually.	- Run a Story of Change session. - 1-1 conversations with each SG member	- September 2021 - July 2021	External facilitator
Eg. CEP has steady income stream	A lot of uncertainty in the fundraising landscape. Lack of capacity to fundraise.	Membership fees from schools. LA funding. Big Lottery Partnership Funding.	Speak to other CEPs with membership model.	July 2021	Other CEPs. Bridge organisation
Eg. Better school engagement	Schools under pressure. Lots of schools in our area.	Work more closely with LA and Music Service. Create schools network.	Make contact with LA individuals. Start a small schools network with those who are engaged. Devise a creative network and school ambassadors plan.	September 2021	Local Authority. Existing schools.