

UniSFA Change Management Plan Summary

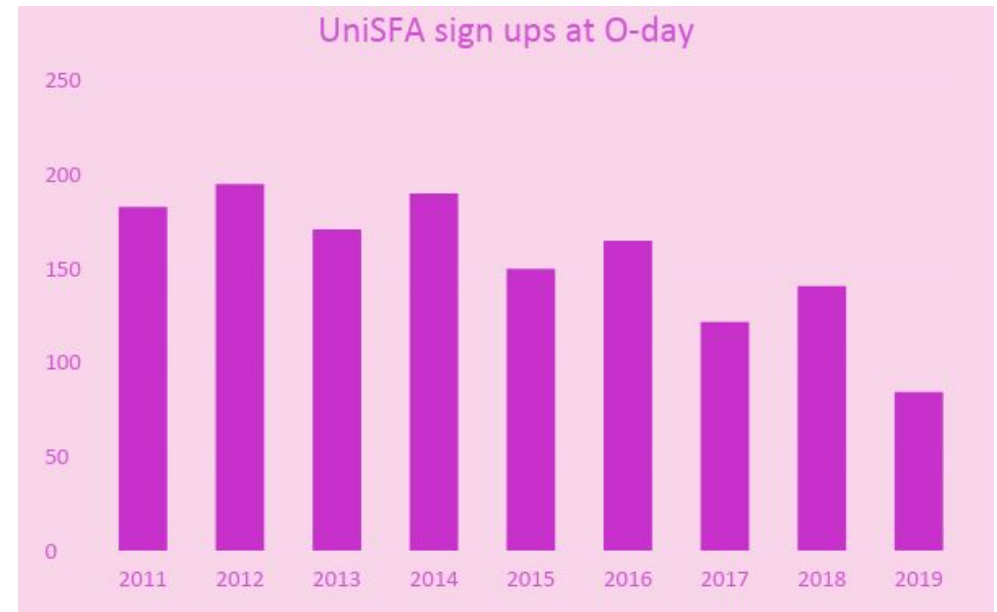
This plan has been developed to motivate, guide, and assist in implementing changes within UniSFA, with the goal of improving the club's culture, engagement, and general functionality. The plan itself does not aim to include specific recommendations for change, but rather how the club can diagnose problems, develop a desired future, and implement changes to achieve this future with the contributions of those engaged in the club.

In recent years, UniSFA has been facing a crisis. Many problems have overwhelmed the club, and major changes need to be implemented in order to revive it. Problems include, but aren't limited to:

- Low member sign up/retention
- High burnout/turnover from committee members
- Low engagement in club events
- High failure rates of club projects
- Unclear communication channels between members

These issues can partially be attributed to the lack of a unified strategic vision of the club, and a long history of purely reactive changes. Discussion recently has been oriented towards potential solutions, with various opinions as to the scale at which this change needs to occur. It is necessary for us to collectively decide on large scale interventions that treat the roots of these problems and lay the foundation for the future of the club. Interventions and visions should be made to realign the club to relevant interpretations of the clubs objectives:

1. *To encourage and facilitate science fiction and fantasy in all its forms within the University of Western Australia.*
2. *To remain affiliated to the Societies Council of the Guild*
3. *To encourage and promote cooperation between the club and other affiliated societies representative of the University's interests.*
4. *To encourage and promote cooperation between the club and other community-based organisations.*
5. *To encourage the advancement of the members of the club.*



For more info, see the extended change management plan

So WHAT SHOULD WE DO?

Data collection

- Problem identification - what is currently wrong?
- History of the club - What has the club been like in the past?
- Best comparitives - What do other nerd spaces look like?
- Actual data, not speculation - Questionnaires, interviews, archived data, etc

Ideal vision

- Best Case - What would could the club look like? What is the ideal?
- Engagement - What could the club offer? What could the club focus on?
- Positive goals -What deliverables could you imagine for this ideal future?
- OGM/meetings- What is the real direction the club should take, according to members?

Intervention designs

- Intervention ideas- How can we get from our current state to the desired future state?
- Timelines - What steps would be involved? What is realistic time frames?
- Systematic changes - What changes need to be done to current structures (eg. Committee)
- Deliverables and short term plans - What needs to be done? How are we accountable?

The Transition

- Commitment - Ensuring that those involved are prepared for and dedicated to major change
- Communication - Ensuring everyone involved is on the same page. What communication structures need to be established?
- Steering - How can we keep on track? How do we ensure that changes are being beneficial to the overall club.

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