



a self reflection
tool for
organisations



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background: the A24 framework

People and organisations involved in A24 each have a particular part of the system in which they have the most interest and their own answers as to what needs to change in our broken system. Our work as the A24 alliance is to discover where we have common ideals and vision so that we can work together to create systemic change and remake tomorrow.

As we have listened carefully to one another and to many others we have engaged with across the community (see [The Making of Australia Remade](#)), the alliance has defined a framework to help tell a bigger story about how our society and economy could be organised differently. The framework includes guiding values and a set of new rules for society. A centerpiece of the framework is [Australia Remade](#), a vision for Australia setting out our collective hopes and dreams under 9 pillars.

A24 alliance members have also come to an initial understanding of how we

ourselves (organisations and individuals) need to change in order to build a winning coalition that is able to remake Australia in a way that delivers this vision. We know that to win the future we must:

1. Tell a compelling and realistic story about our vision for tomorrow grounded in our values and collectively told by multiple people, in a multitude of ways
2. Take a transformational focus which disrupts and changes the system, rather than working only to make things better or lessen the impact of the current broken system
3. Make the invisible visible through our understanding of how we got into this mess, the levers of power and the shifts in power required
4. Effectively collaborate across our movements and issues as we work together to change the systems that hold all of us back.



how to use this tool

This tool provides prompts or reflection questions to assist organisations, or teams within an organisational setting, to think about their work in line with the above four elements.

The goal is for those using the tool to identify and celebrate examples of success in each of these four areas as well as to decide on strategies for re-direction of activities and effort.

Using the tool starts with discussions - in large or small groups, across the whole of the organisation or in teams, at Board level or in the organisation's grass roots. Consider the self-reflection questions and others that spin off from these in your discussions. Allow plenty of time to reflect and talk. And when you have done that, do some planning: what actions (immediate or long-term) can we take to change the way we operate to be more aligned to the principles and pillars of Australia Remade? How will we hold ourselves to account for these changes?

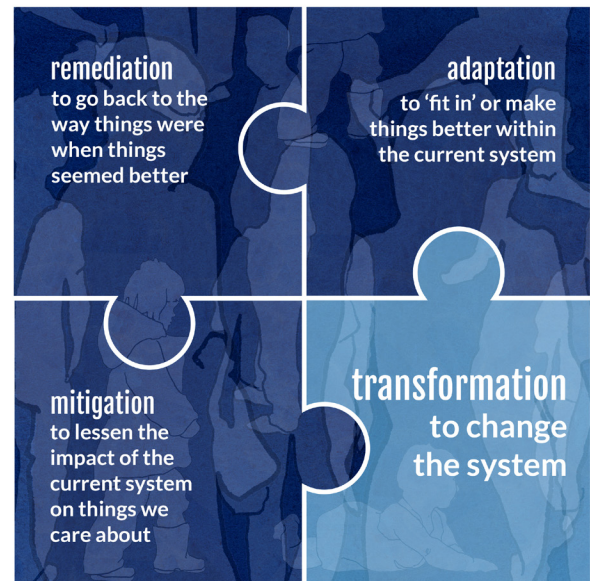
self reflection questions

1: TRANSFORMATIONAL FOCUS

Our ambition is to shape the context - not just respond to it.

Much energy goes into mitigation and adaptation and this is critically important defensive work to protect people and the planet. And we also need to increasingly campaign to change the underlying drivers of problems rather than just the manifestations of those problems.

A24 exists to create more space and possibility for those fighting for change to ensure that whether people are focusing primarily on defensive or offensive actions, the work is being done in ways that advance the collective transformation agenda, not just individual pillars or interests.



reflection questions

- What proportion of the organisation's energy and capacity goes into which of these quadrants now?
- What are some examples of where you are, or have, taken a transformational approach?
- Where would you like energy to go in the future? Towards what ends?
- What actions will you take to make the desired shifts?



2: CHANGE THE AIR WE BREATHE

Australia Remade is the vision being used by A24 alliance members, and many others who have endorsed it, to focus our work for creating a future for people and planet. From the voices of hundreds of Australians from many walks of life, Australia Remade emerged as a portrait of our collective hopes and dreams.

We must draw on it, speak regularly to it, tell stories, give hope and lift hearts with the ideals it portrays. We are trying to ‘change the air we breathe’, making clear that there is a very different alternative to what we have come to see as inevitable.

reflection questions

- When you think about your organisation’s culture, dialogue and communications, in what ways do you inspire and excite people (internally and externally) about the future and paint the picture of the transformation you believe can happen?
- In what ways are you already getting the ideas and vision of Australia Remade out into the world – to your members, staff, partners, general public?
- How can you expand and deepen the ways in which you talk with hope about the future that we are working for and bring Australia Remade to life? These may be small changes to the way you talk and act in your daily interactions or significant changes to the organisation’s communications that will take longer to bring to life.

Review the [messaging guide](#) for Australia Remade (available at www.australiaremade.org)

reflection questions

- What are some examples of how your internal and external communications align with the suggestions in this guide?
- Is there one (or more) of the suggestions in the guide that you would like to put into practice more fully in your organisation?
- What actions will you take to make the desired shifts?



3: MAKING THE INVISIBLE VISIBLE

To truly transform we need to know what are the key drivers that have created and hold together the inequality, oppression and unsustainable practices we seek to redress. Who makes decision, what influences them, what are key systemic drivers that need changing? We need to 'join the dots' and unmask the true causes of the circumstances in which we find ourselves.

reflection questions

- What are some examples of how you analyse power and underlying systems and structures to understand the causes of the problems your organisation is addressing?
- How have you used this analysis to impact your campaigns and programs of work? What have been the results?
- Who in your organisation is having these kinds of conversations? (Board? senior team? other staff? members?)
- Are there ways you could enhance the organisation's understanding of underlying causes for problems (or how can you increase systems literacy)?
- What actions will you take to make the desired shifts?



4: CREATE A BIG BAGGY TENT

To understand the underlying drivers and seek to change them at the source requires us to collaborate across issues and movements if we are to fundamentally transform the forces that operate against our shared ambition.

New alliances, collaborations and relationships move us beyond siloed activity to campaign for a Remade tomorrow. We recognise we can't do it alone or fragmented.

reflection questions

- What are some examples of where your issue actually links to others when you think in terms of underlying drivers (eg tax, poverty, climate change)?
- What are some examples of ways you have joined with others outside your sector or area of interest to achieve a bigger outcome or tackle the root causes of injustice and inequality?
- Where have you shown up in support of other's goals?
- What opportunities are there for you to work more collaboratively and systemically?
- What actions will you take to make the desired shift?



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