Road Map - Internal Use of Welsh

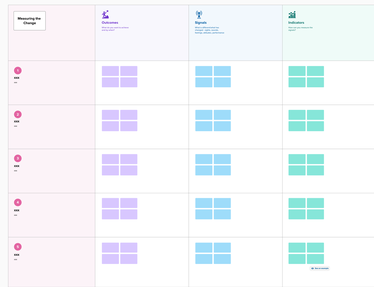
Vision Statement

Our vision is *[describe the change or effect you want to create for the future]*
by *[outline in short how you will achieve this - through values, actions and attitudes]*
in order that *[note who will benefit and what difference this will make].*

Example:
Our vision is to foster a flourishing bilingual organisation
by equipping our staff with the skills and confidence to use Welsh and using inclusive approaches and strategic support
in order that every member of staff has access to corporate services, social opportunities and the organisational culture in their chosen languages.

Questions to help you:

- What long term change do we want to see in the world or in our sector and what is our organisation's contribution to make that change happen?
- What valubes and strengths make us strong or unique? What opportunities are available to us?
- Who do we serve and how will staff experiences and performance improve as a result?



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MONITOR AND EVALUATE

DESCRIBE THE CURRENT SITUATION - WELSH IN WORK

How many staff have Welsh language skills and sufficient confidence to use their Welsh in work? Is the percentage sufficient to create a critical mass? Is there a majority that can and want to use their Welsh in work regularly? How does this compare with the national survey on frequency of use of Welsh?

1

POLICY AND LEGISLATIVE CONTEXT

Have you got a mandate and authorisation to increase the use of Welsh internally? What are the priorities and focus nationally, regionally and organisationally which gives you the 'green light'?

2

THE PROBLEM STATEMENT - MAKING THE CASE FOR CHANGE

What's the problem with the existing situation and is there a strong case for change? What has to change and why? What negative effects are going to transpire or going to continue to do harm if we don't change?

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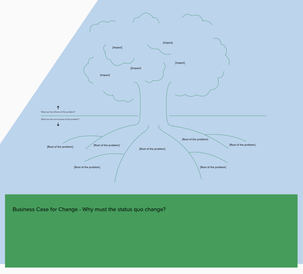

Strengths, Weaknesses, Opportunities and Threats (SWOT)

What are our strengths and weaknesses, and how can we make the most of our strengths and opportunities to improve as an organisation and lessen our weaknesses and deal with our threats?

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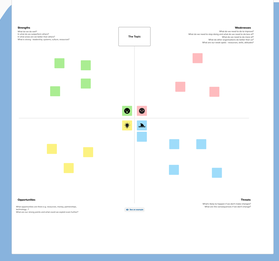
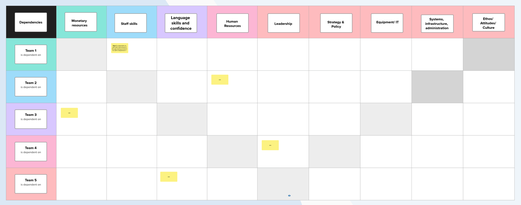
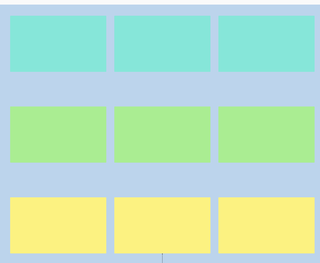


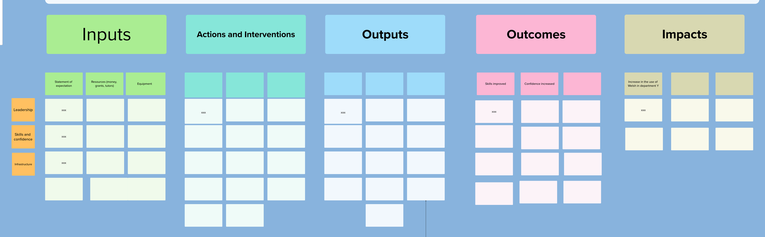
Action Plan

WHAT? BY WHO? BY WHEN?





TITLE OF PROJECT/CAMPAIGN



THE VISION STATEMENT:

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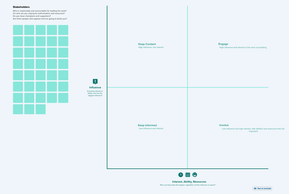
THEORY OF CHANGE

Complete the Theory of Change from right to left.



SUPPORTERS AND CHAMPIONS

Complete the map by identifying those individuals that are going to assist you and champion the work.

Add a description of the person

Add a description of the person

Add a description of the person

STAKEHOLDERS AND INFLUENCERS

One who are you reliant for authorisation and resources? Who are the positive and negative influencers that are going to support or block your work?
Use the stakeholder map to identify those who will support you and who you need to keep on side.

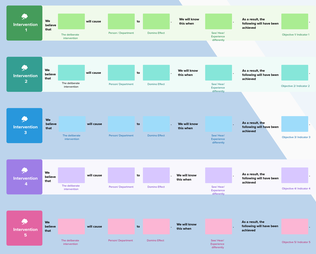
5

WHO AND WHAT ARE YOU DEPENDING ON TO MAKE THIS HAPPEN

What dependencies are there? Systems, staff, skills, attitudes, leadership, strategy or policy, a statement, agreement, governance, monetary resources, human resources, equipment, infrastructure, administrative support, structures, training.

6

Purposeful action - Intervening in order to drive change



WHAT PURPOSEFUL INTERVENTIONS ARE GOING TO DRIVE CHANGE?

What is the domino effect you want to kick start? If you do A, will C happen as a result? Interventions - grants, Welsh only rules, changing line manager, arrange desks and working days....

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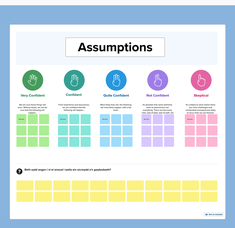

WHAT ARE THE ASSUMPTIONS AND RISKS THAT WE NEED TO MANAGE AND MONITOR?

What are you taking for granted/ presuming? Openly surfacing these will help you foresee any consequences of your actions and interventions or any challenges that you haven't considered. In this way, identifying risks will help you manage and reduce their chances of materialising and will also help mitigate the effects if they were to materialise and impact negatively on your project.

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