

Wilderness Wandering Checklist

adapted from 'Managing Transitions' by William Bridges

Rev. Dr. William M. Lyons

Have I done my best to normalize the wilderness experience by explaining it as an uncomfortable time that can be turned to everyone's advantage by giving it careful attention?

Have I redefined the wilderness experience by choosing new and positive/affirmative metaphors with which to describe it? (sinking ship/final voyage)

Have I reinforced the metaphor with training opportunities, policy changes, and rewards for people to keep doing their jobs during the wilderness experience.

Am I protecting people adequately from inessential further changes?

If I can't protect them, am I clustering those changes meaningfully?

Have I created temporary policies and procedures that we need to get through the wilderness experience?

Have I created temporary roles, reporting relationships, and organizational groupings that we need to get through the wilderness experience?

Have I set realistic short-range goals and checkpoints?

Have I set realistic outcome objectives?

Have I found the special training programs we need to successfully navigate the wilderness experience?

Have I found ways to keep people feeling that they still belong to the organization and are a valued part of it?

Have I taken care that perks and other forms of 'privilege' are not undermining the solidarity of the group?

Have I set up a transition monitoring team to keep realistic feedback flowing to leaders during the wilderness experience?

Are people willing to experiment and take risks in intelligently conceived ventures, or are we punishing failures?

Have I stepped to the balcony and surveyed how things are being done in my part of the organization?

Have I provided others the opportunity to do that by equipping them with tools (surveys, facilitators, and so forth) that will help them do that?

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Have I provided ways for people to build their creative thinking and innovation skills?

Have I encouraged experimentation and removed punishments for failing when trying intelligent efforts that don't pan out?

Have I worked to transform the organization's losses into opportunities to try new things and new ways?

Have I set an example by brainstorming many answers to old problems - the ones people say we just must live with? Am I encouraging others to do the same?

Am I checking to be sure I am not pushing for closure when it would be more conducive to creativity to live a little longer with uncertainty and questions?

Am I using my time in the wilderness experience as an opportunity to replace bucket brigades with integrated systems throughout the organization?