



## POSITIONING OURSELVES IN THE NEW REALMS INSTRUCTIONS

### MATERIALS

- Who's Who in our Universe Wall Chart (blown up wall size and posted)
- Intermediary Network New Realm Workplan
- Intermediary Network New Realm Blow-Ups

### PREPARATION

Post your organization's name and mission statement in the appropriate areas of your wall chart.

### ACTIVITY ONE

1. Review the realms on the "Who's Who" Wall Chart and decide if your group wants to add one, change some or restate the realms in your current environment..
2. Lead the group in a discussion to populate each realm on the chart with the names of key players, organizations, and collaboratives operating within that realm in your area.
3. Determine where your intermediary fits within this "universe" and graphically depict yourself on this map.
4. Draw lines to represent connections between your intermediary and those players indicated in each of the realms. Use one color.
5. Discuss the following:
  - The current connections
  - Opportunities for expansion in those realms where you already have connections.
  - Opportunities in those realms where you are not currently connected.
6. Map the opportunities to your mission: Which of these realms make sense for us?
7. Prioritize:
  - Each team member votes by using a colored pen and posting two dots on the priority areas of his or her choice. Those two dots may be "spent" to vote on one priority area or split among two.
  - Discuss the results of the voting process.
  - Bring the group to consensus about which area(s) will be priority for the coming year.
  - Draw arrows on your wall chart to indicate your priority area.



## ACTIVITY TWO

Now that you've identified your priority realm, discuss how it applies to the strategic functions of an intermediary.

***Convene Local Leadership*** – Explore the opportunity and need for your intermediary to add value to convening in your identified realm.

- Who are the local leaders in this realm?
- How are you currently connected to them? How are they currently connected to you?
- Is there a formal collaborative body already being convened?
- What are the issues of common concern between people operating in this realm and our intermediary?
- How can we as an intermediary add value to existing work?

***Broker and Provide Services*** – Explore the role of your intermediary in connecting to ensure needed services are provided in this realm.

- Who are our potential customers in this area?
- What services need to be provided to these customers to help them meet their goals?
- What do we need to do to build internal capacity to provide these services?
- What partnerships do we need to create to broker those services that we don't plan to provide?
- What adjustments to our communications and continuous improvement activities will moving into this realm require?

***Ensure Quality and Impact of Local Efforts*** – Explore how your intermediary can add value to the measurement of success in this realm.

- How would we measure success of our activities in this realm?
- What data would we need to collect?
- What external reviews or evaluations have already taken place?
- How can we provide connections to share information and strategies within this realm?

***Promote Policies to Sustain Effective Practices*** – Explore your intermediary's ability to help sustain work in this realm.

- What is our role in generating awareness about work in this realm?
- What are the policy implications of advancing work in this realm?
- What existing policies in this area need to be addressed?
- What are the resources that need to be generated to support our agenda in this realm?



**ACTIVITY THREE**  
DEVELOPING OBJECTIVES

Given the answers to the strategic functions questions, what are two or three objectives we would like to accomplish in the next year? Record the answers in the appropriate fields on the Strategic Functions Workplan.

**ACTIVITY FOUR**  
WORKPLAN DEVELOPMENT

Complete the workplan as it applies to those objectives.

**ACTIVITY FIVE**  
Record next steps for your team and identify resources needed.

NEW REALMS ACTIVITY ONE

THE WHO'S WHO CHART



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**Convene: \_\_\_\_\_ (realm)**



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**Connect:** \_\_\_\_\_ **(realm)**



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Measure: \_\_\_\_\_ (realm)



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**Sustain: \_\_\_\_\_(realm)**



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# Objectives for upcoming year:

1.

2.

3.

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# Next Steps & Resources Needed





## ***INTERMEDIARY NETWORK WORKPLAN: STRATEGIC INTERMEDIARY FUNCTIONS***

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**The Intermediary Network (INet)** is a national association of leading education and workforce development organizations working in local communities to ensure the success of youth. Network members connect schools, communities and workplace partners to improve education and build a future workforce. Members also convene local organizations doing similar work to maximize resources and effort.

This workplan is part of an integrated set of tools designed for the INet Spring Institute 2004, to help your Intermediary determine progress, document success, prioritize activities and plan for improvements as you implement your vision of coordinating youth services. Team leaders or facilitators using this tool should review the *Intermediary Guidebook* prior to completing the workplan. The *Intermediary Guidebook* (available for downloading at <http://www.intermediarynetwork.org/members/index.html>) provides detailed instructions on how to use this tool as well as other frameworks, assessments, and workplans.

### **Instructions:**

Priorities identified by your team through the “Who’s Who” exercise and the following *Strategic Functions* discussion should be listed as priority objectives in the left hand column of the workplan. Your team will address each priority objective by making decisions about the following:

- Tactic:*** What tactic, strategy, or activity will address the priority objective?
- Lead:*** Who, and at what organization, is responsible for conducting the activity?
- Expected Outcomes:*** What results will each tactic, strategy or activity produce?  
How will you measure its effectiveness?
- Timing:*** What is the expected date of completion of the tactic, strategy or activity?

Record the answers to these questions on the template of the *Strategic Intermediary Functions* workplan that follows. After time, your team should measure your progress toward meeting your priority objectives by re-visiting your workplan using the *Strategic Intermediary Functions* progress report.

***INTERMEDIARY NETWORK WORKPLAN:  
STRATEGIC INTERMEDIARY FUNCTIONS***

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**Team Name:**

**Realm:**

Priority Objectives	Tactic	Lead	Expected Outcome	By When?
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<b>Convene Local Leadership</b>				
<ul style="list-style-type: none"> <li>○</li> <li>○</li> <li>○</li> </ul>				
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***INTERMEDIARY NETWORK WORKPLAN:  
STRATEGIC INTERMEDIARY FUNCTIONS***

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**Realm:**

Priority Objectives	Tactic	Lead	Expected Outcome	By When?
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**Ensure Quality and Impact of Local Efforts**

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**Promote Policies to Sustain Effective Practices**

<ul style="list-style-type: none"> <li>○</li> <li>○</li> <li>○</li> </ul>				
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