

## TOOL DESCRIPTION

# Stop–Continue– Develop Change Map



**The Stop-Continue-Develop Change Map is a three-part retrospective or process that provides a framework that can be used for reflection during a change process.**

This tool enables you to visualize what you want to continue as before, where you want to move away from and what you want to develop during a change.

In a change process, behavior and mindset always need to go hand in hand; therefore, the Stop-Continue-Develop Change Map emphasizes those two elements.

The map can be used as a reflection tool throughout a change process or as a concrete template in a workshop setting in the direction-setting phase.

### Duration

2 h in a workshop setting




### Participants

a maximum of 4 to 5 people  
per working group




### Facilitation

printed template for  
basic plot per group

# Stop–Continue–Develop Change Map | Process

<b>Set clear goals for the process</b> 	<b>Create a Start–Stop–Continue Change Map</b> 	<b>Build action</b> 
<p>Articulate what you hope to accomplish by the end of the process, including an overview of what start-stop-continue entails.</p> <p>This can help to establish parameters and inform your team that the pursuit of the goal has begun. Emphasize that this is a team exercise to generate consensus.</p>	<p>Depending on the situation and number of involved people, the Start-Stop-Continue Change Map can be created as:</p> <ul style="list-style-type: none"><li>• a larger sequence in a workshop, for example, with the core team of a change initiative or a leadership team.</li><li>• an ongoing reflection in a small core team.</li><li>• a reflection tool that can be individually used by leaders and change managers.</li></ul> <p>If you use the map in a workshop situation, you might combine it with a tool like OPERA (see Tool Description) to direct the conversation.</p>	<p>The Change Map provides you with a good overview of your change goals. Knowing these and making them clearly visible is the basis for action.</p> <p>Brainstorm on possible initiatives that can support these goals and agree on the execution.</p>

# Stop–Continue–Develop Change Map | **Template**

	Move away from ... 	Continue as before ... 	Move toward ... 
BEHAVIOR	<ul style="list-style-type: none"><li>• xxx</li><li>• xxx</li><li>• xxx</li></ul>	<ul style="list-style-type: none"><li>• xxx</li><li>• xxx</li><li>• xxx</li></ul>	<ul style="list-style-type: none"><li>• xxx</li><li>• xxx</li><li>• xxx</li></ul>
MINDSET	<ul style="list-style-type: none"><li>• xxx</li><li>• xxx</li><li>• xxx</li></ul>	<ul style="list-style-type: none"><li>• xxx</li><li>• xxx</li><li>• xxx</li></ul>	<ul style="list-style-type: none"><li>• xxx</li><li>• xxx</li><li>• xxx</li></ul>