

Adaptive Challenge Analysis Template

A: Identify an adaptive

B: Define the challenge:

Current reality	Describe the current situation.	
	What needs to change?	
	What needs to be retained?	
	What are the best features of the reality that could help you build towards a solution?	
Desired outcome	Describe what success might look like to you.	
	Is success dependent on others? To what extent?	
The Problem	Review what you have written above and write a first draft of the problem statement.	
Context	What are the features of the wider environment that shape this issue?	
	Who knows about this problem? Who is committed to a solution and how do key stakeholders see this?	

Table 1: Defining the Challenge

C: Focus on the most critical elements

Technical components	What are technical components that can be solved with technical solutions?	
People	Who are the people and how must people change for this problem to be solved?	
	If there is conflict, where does it emerge?	
Conflict	Do all agree with the vision?	
	Do all agree with the objectives of the strategy?	
	Do all agree with the implementation of the strategy?	

Table 2: Focusing on critical elements

D: Action learning

In this stage you now do the following:

- a. Develop an action plan to test new ideas
- b. Talk these plans through with colleagues – new solutions may emerge
- c. Carry through the new action plan
- d. Reflect on and modify the actions
- e. Report back to the colleagues and explore which new ideas and possibilities have emerged.