

Stakeholder Analysis

The *Stakeholder Analysis** tool can help you assess the various voices and perspectives that could inform and support your TQI. The tool builds on the principle that, for a TQI to be successful, those affected by the proposed change must be involved in the creation and implementation of the TQI.

Begin by revisiting the results obtained in the *Gauging the Climate for Reform* and *Scanning Decision Makers & Influencers* exercises. Next, assess the current level of commitment of each identified stakeholder group.

- Identify stakeholders for each category.
- For each stakeholder, mark an “X” in the column determining the minimum level of commitment needed from each individual or group.
- Mark an “O” in the column where you think the stakeholder *should* be for the TQI to be successful.
- Identify gaps, if any.
- Finally, identify 2–3 implications for moving forward with each stakeholder group.

* Adapted from Beckhard & Pritchard, *Changing the Essence: The Art of Creating and Leading Fundamental Change in Organizations*, Jossey-Bass, 1992.

Who: The TQI team
Time to complete: 1 hour
Resources needed:

- Place to work and spread out
- Flipchart and markers, or paper and pens
- Completed tools:
 - Gauging the Climate for Reform*
 - Scanning Decision Makers & Influencers*

DECISION MAKERS/ INFLUENCERS	NO COMMITMENT	LET IT HAPPEN	HELP IT HAPPEN	MAKE IT HAPPEN	IMPLICATIONS FOR MOVING FORWARD
District school board members 1. 2. 3. 4. 5. 6. 7.					
Superintendent					

DECISION MAKERS/ INFLUENCERS	NO COMMITMENT	LET IT HAPPEN	HELP IT HAPPEN	MAKE IT HAPPEN	IMPLICATIONS FOR MOVING FORWARD
Teachers union					
Deans of teacher preparation programs					
Community groups 1. 2. 3. 4. 5.					
Media Local tv station Local newspaper Local radio Magazines Websites Listsers					
Businesses 1. 2. 3. 4. 5.					
Other					