

Mapping a Pathway to Success for a California Water Action Plan Outcome

A Planning Exercise | 2016

Instructions

- Choose on action to focus on.
- Work as a group for to explore what the pathway to success might look like for this outcome using the below questions as your guide. Write out your answers as they become clear in the boxes below.
- At the end, you should have a robust draft for a strategic plan to successfully implement this action.
- Timing: The full exercise will take ~2 hours to complete a thoughtful draft. You may want to spend additional time with facilitated discussion and/or background research to come up with more robust responses to each question.
- This [brief overview of the Connectivity Approach](#) may provide helpful context for this exercise.

0. What action are you focusing on?

Action or Sub-Action	Details

Failure	Minimum Success	Target Success	Epic Success
These are the things that happen when the effort is not successful.	These are the minimum things that must happen in order to call the effort successful. These scenarios should almost certainly happen if the group does its work diligently.	These are the things you're hoping will happen. They should be hard, but attainable. They should have a 40-70% likelihood of happening if the group does its work diligently.	This is what success beyond your wildest imagination looks like. Don't be shy! These are not your target scenarios, but it's nice to envision what you really care about.

1. Success Spectrum

Looking at the above model, fill out the success spectrum for this action. This activity is a different version of goal setting, and is designed to help you clarify your goals and how you will know you have achieved them.

Time: We recommend spending 15 - 45 minutes on this section.

Failure	Minimum Success	Target Success	Epic Success

2. How do we get there?

What is the sequence of actions and milestones that will lead to this epic success? This question offers an opportunity to think backwards from success -- what are the key conditions that will be needed to achieve your success? Start with a brainstorm list, and then see if you can prioritize the list in sequential order.

Time: 15-45 minutes

3. Connectivity Checklist

These questions derive from our [connectivity principles](#) and are designed to help you consider potential barriers to success and develop the most effective pathway to your outcome. Time: We recommend spending approximately 5 minutes per question here to start. You may flag questions that need further research and consideration in the process.

1. How does your plan focus on long-term goals versus short-term fixes?	
2. How can you set up your plan to be adaptable to different local contexts?	
3. How does the action interrelate with other issues? How would you have to work across disciplines, regions, and systems to get to success?	
4. Where are the key opportunities for collaboration and multi-benefit solutions? (e.g., how might we link different water management efforts, or link water management with food, land, and ecosystem management for multi-benefit solutions?)	
5. What are the potential unintended consequences of your plan, and how can they be managed?	

6. Where does authority lie? Who are the key organizations and individuals responsible for decision-making and leveraging change on this topic?	
7. What are the key institutions and organizations that need to participate for success? Who are the key players to engage there?	
8. How can you design around institutional barriers (i.e., around limiting or conflicting institutional goals, policies, regulations, or misaligned political or economic incentives) to maximize success?	
9. What is your plan for participatory public engagement, communications, and/or training? Who are some key players to support public and stakeholder engagement?	
10. How will you include monitoring and evaluation in your plan? How will you integrate these into planning process for more adaptive management?	
11. How will we fund this plan? Financial sustainability is an important consideration for success. Given the various connectivity opportunities discussed so far, do you see any new creative funding pathways?	

4. Closing Reflections

What needs to happen so that your epic success can be achieved? Reflecting on everything you have explored and discussed in this exercise so far, what stands out now as essential actions and/or conditions necessary for successful implementation of this action? Share your key takeaways here. **Time: 10-15 minutes.**