

# Happy Museum Tipping Point

When planning the project, work with a 'diagonal slice team' to identify what you think will make the biggest difference in the organisation; what could create a 'tipping point' in organisational change. You could use the cards provided, which are Happy Museum guidance, or your own themes. These might come from your Story of Change, or you might do this activity first to inform your Story of Change. A diagonal slice is people of different seniority but not in a management relationship – it should include partners.

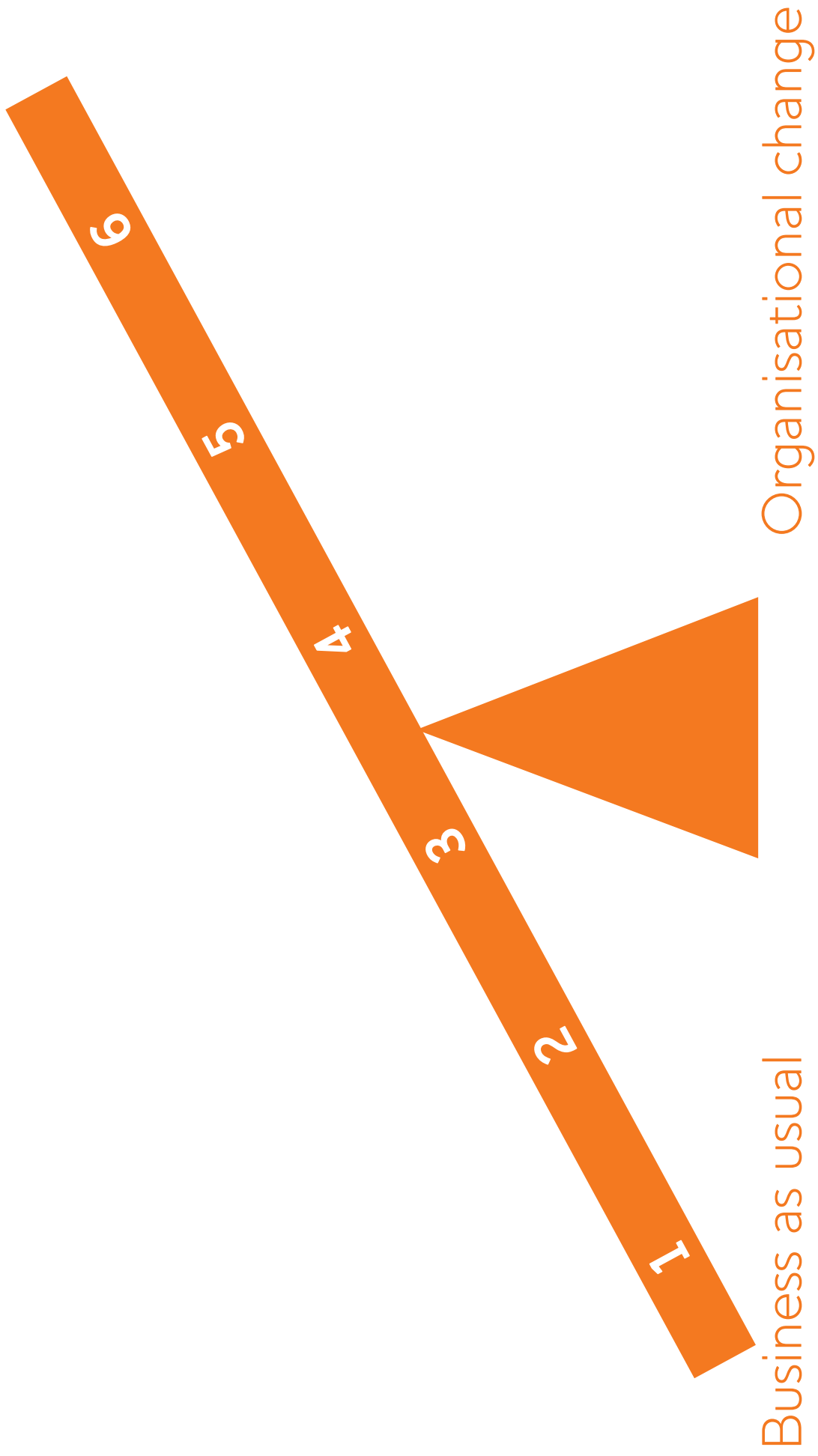
Place the cards on the scale diagram so that you have prioritised on the right the things you think will make the most profound difference, and on the left the things that will make little difference. The scale is just a visual picture to help staff focus on where the balance of power lies, and what might tip the organisation into change. Those in the middle you might be unsure of, or think are only of medium importance. Most of the value will come from discussing these things together, so don't avoid getting together what might be a challenging group.

Put in place approaches to make the important things happen and decide how you will collect evidence that you've kept to your plans.

Re-visit the process after the project to agree what did make the biggest difference, and whether anything has created a tipping point so when you need to make future organisational developments you have a better idea of how to generate change.

# Tipping point guidance

- 1 When planning the project, work with a 'diagonal slice team' to identify what you think will make the biggest difference in the organisation; what could create a 'tipping point'. Place the cards on the scale. (A diagonal slice is people of different seniority but not in a management relationship – it should include partners).
- 2 Put in place approaches to make the important ones happen.
- 3 Re-visit the process after the project to agree what did make the biggest difference, and whether anything has created a tipping point.



# Tipping point cards

Share a wellbeing vision	Share a Story of Change	Use time, resources and scope creatively
Measure what matters to people	Use everyone's potential	Work experimentally: anticipate change and discomfort
Share ownership and ensure mutual benefit	Work across hierarchies and teams	Consider playfulness, creativity, activity and aesthetics
Be a good host	Broker relationships	Consider the social and financial benefits of being green
Lead by example: care of people, place and planet	Use the museum's unique resources	