

## ***Doing an organisational stocktake***

As well as considering what different people within your organisation need to (be able to) do differently, it is useful to consider or 'stocktake' what your programme will be building upon.

A robust stocktake will require working others who may have a different perspective on the organisation. In your stocktake, you may wish to:

- Catalogue, and do some basic evaluation of, all the various forms of 'engagement' already going on.
- Collate existing – and upcoming- engagement policy, procedures, guidance. Include those relating to related topics such as writing a project or programme plan, or making a business case.
- Build an understanding of staff skills and experience and attitude, across the organisation.
- Find out roughly what resources are being focused on engagement now (staff, time and money).
- Assess what type of engagement(s) might be most appropriate to your organisation, to different activities and teams within the organisation
- Check the organisational barriers and opportunities to making progress, such as Departmental boundaries, performance standards, career routes and so on.

Note: For a more comprehensive assessment tool, see the 'Departmental Dialogue Index'.

### **Example**

*In one (smallish) local authority we asked a group of around 25 people to list all the engagement activities that had taken place in their area in the last few months, that were underway 'now' and that were planned for the next six months - they listed 128 initiatives. We asked how many of them shared some content (eg. planning and transport) – none were completely discrete. We asked if some stakeholders were common – some were invitees on all 128 initiatives. We asked when events occurred – sometimes 3 or 4 had happened on exactly the same evening. We asked how much each, and the total, cost the authority – nobody had any idea at all. And they had wondered before we started why people in their local communities talk about 'consultation fatigue'!*