May 2023 Monthly update – Phase 3

DRAFT – FOR DISCUSSION ONLY

Transition

- Best practices in transition in organizations focus on shifting *people*, *processes*, *systems*, and *strategies* to achieve a different mandate, objective or goal.

- The way transition is managed in First Nations Child and Family Service Agencies shifting to the reformed program will have direct impacts on children and families.

Transition (cont.)
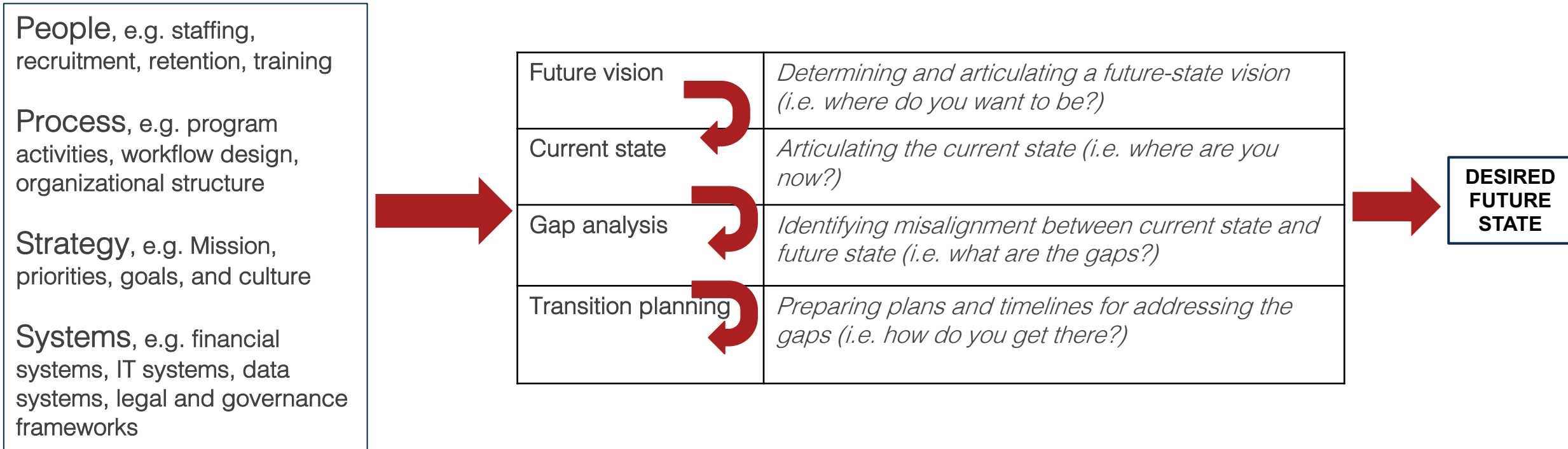
- IFSD approaches the piloting of transition in four-stages:

  1) Future Vision - Determining and articulating a future-state vision (i.e. where do you want to be?)
  2) Current State - Articulating the current state (i.e. where are you now?)
  3) Gap Analysis - Identifying misalignment between current state and future state (i.e. what are the gaps?)
  4) Transition Planning - Preparing plans and timelines for addressing the gaps (i.e. how do you get there?)

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Transition (cont.)

- At each of the four stages of the approach, IFSD will assess emerging issues against the four categories:

  1) People (e.g. staffing, recruitment, retention, training)
  2) Process (e.g. program activities, workflow design, organizational structure)
  3) Strategy (e.g. mission, priorities, goals, and culture)
  4) Systems (e.g. financial systems, IT systems, data systems, legal and governance frameworks)

- This approach can help develop a practical understanding of the issues facing FNCFS agencies, as well as strategies to overcome barriers as transition occurs.

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Transition is the process of moving from a current to a future state with consideration of *people*, *process*, *strategy*, and *systems*.

To start the transition process, defining a future vision, articulating the current state, assessing gaps between them, and preparing plans and timelines to get there, are crucial. These steps are informed by people, process, strategy, and systems.

People, e.g. staffing, recruitment, retention, training

Process, e.g. program activities, workflow design, organizational structure

Strategy, e.g. Mission, priorities, goals, and culture

Systems, e.g. financial systems, IT systems, data systems, legal and governance frameworks

Future vision	*Determining and articulating a future-state vision (i.e. where do you want to be?)*
Current state	*Articulating the current state (i.e. where are you now?)*
Gap analysis	*Identifying misalignment between current state and future state (i.e. what are the gaps?)*
Transition planning	*Preparing plans and timelines for addressing the gaps (i.e. how do you get there?)*

DESIRED FUTURE STATE

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Transition matters

- To ensure that children and families are supported to thrive throughout transition to the reformed program, IFSD will be piloting transition processes taking into consideration *people*, *processes*, *systems*, and *strategies* for a total of 20 collaborating FNCFS agencies and First Nations exercising jurisdiction.
  - The collaborators represent a diverse cross-section of communities and service providers. This is important because it will help us understand key priorities for transition in many different contexts;
  - Piloting transition with collaborators will help articulate how, and on what timelines, First Nations and Agencies can expect to move from their current state to their future state;
  - The results will allow IFSD to develop generalized transition plans for a variety of contexts (e.g., remoteness, size of community served).

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Get in touch

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