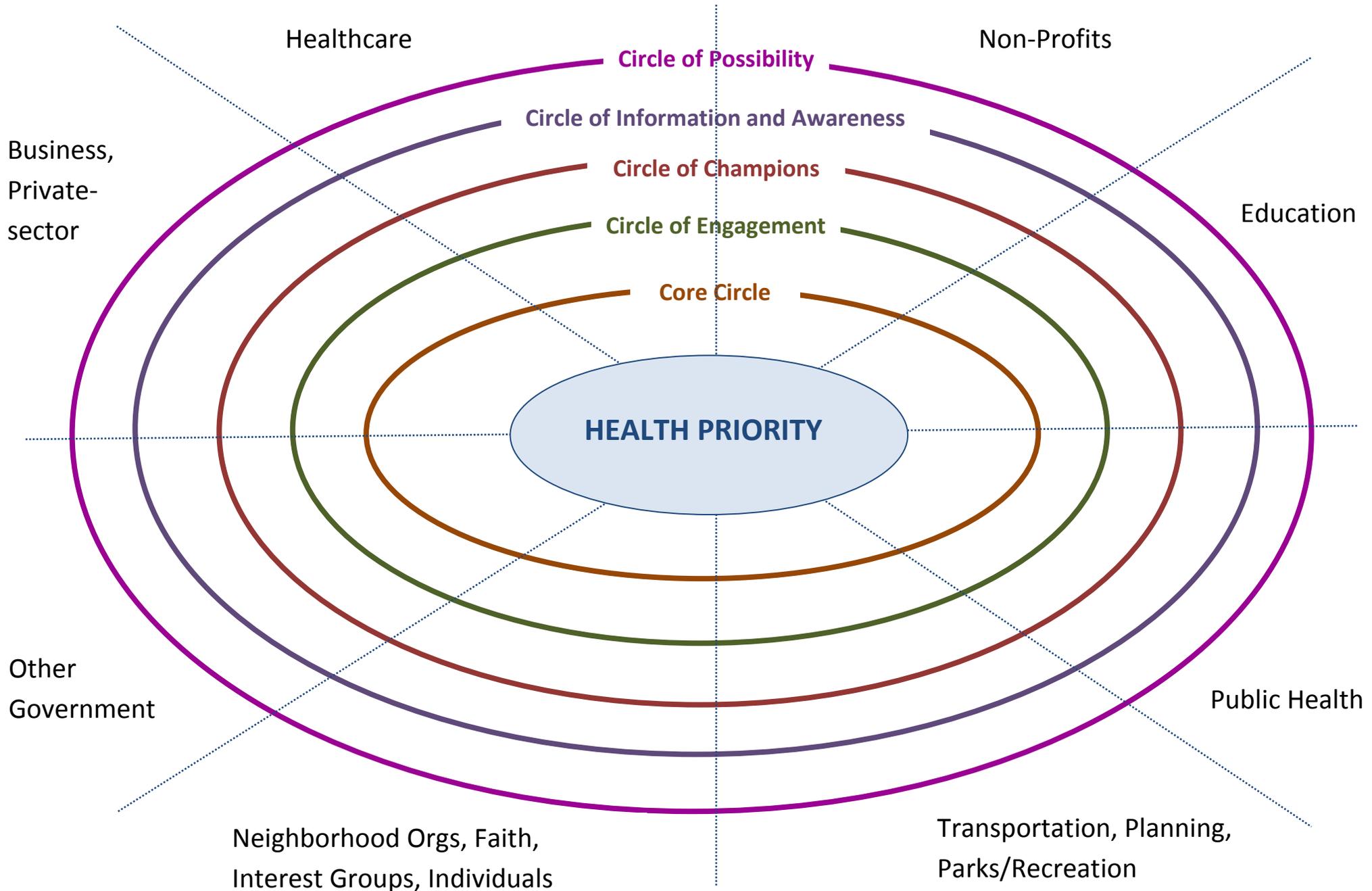


# Circles of Involvement: Key Relationships for Implementation\*



## Circles of Involvement\*:

**Core Circle:** the people that do most of the day to day work and the planning and facilitation. They were involved in the development of the plan and its objectives. They see themselves as responsible for monitoring and coordinating various components of the plan and can almost always be counted on to step forward when needed.

**Circle of Engagement:** the people committed to the plan who can be called on to help with specific tasks at particular times. They are not the prime movers of the implementation effort but are willing to assume their share of responsibility for aspects of it. They may or may not have been involved in the development of the plan; they become increasingly engaged in implementation and leadership, gradually moving into the Core Circle.

**Circle of Champions:** the people who typically hold positions of leadership in organizations and are or need to be committed to the plan. They may or may not be involved in the daily activities of implementation but are authorizers of and advocates for the effort. They are cheerleaders who can appear when it is strategically helpful. They need to be kept informed of the big picture and where to plug in strategically without having to be involved in the minute details.

**Circle of Information and Awareness:** the people who usually aren't very close to the plan or its implementation but need to be kept in the loop as things unfold. They are able, because of their positions and roles, to lend support to the effort or to raise questions about it and slow it down. They will hear things about the plan and implementation and will draw conclusions based on what they hear. They need occasional visits and reports that allow them to see the value in what is happening and to have their questions answered. They may move into the Circle of Engagement or even Champions.

**Circle of Possibility:** the people who are 'long shots and wild cards'. They wouldn't immediately be thought of as being related to the plan or its implementation but who just might find areas of common cause with it. They may even be interested in partnering, be able to provide helpful resources, or give it a boost in some way. These are relationships with people/groups that need to be explored, without assuming that they will necessarily turn out to be supportive. It takes creative brainstorming to come up with this list.

## Expanding Participation Exercise:

Objective: To identify community partners who you would like to involve in your Working Group strategies/activities and at what level they should be involved.

1. Look at the Circles of Involvement graphic and read the descriptions for the specific Circles of Involvement (on the back side of the graphic).
2. Choose one person to be the recorder for the Expanding Participation Worksheet and if you want one person to be the scribe for the flip chart.
3. Take 10 minutes to brainstorm a list of:
  - organizations
  - businesses
  - departments
  - groups
  - people

who are *currently* involved or that you think *should be* involved on any level in the work to address your KCHP Priority. Consider the sectors listed around the perimeter of the graphic to help create your list. Record these names on the Expanding Participation Worksheet.

4. Take the next 10 minutes to assign each org/business/dept/group/person that you recorded in the previous step to one or more of the Circles of Involvement. Please assign based on the level of involvement you think is necessary for your work to be successful, and not the current level of involvement. Put an 'X' in the column of the identified Circle(s) for each entity. Note: some entities might have an 'X' in more than column.
5. Take the final 10 minutes to discuss and record any challenges to trying to engage specific entities at the Circle of Involvement that you assigned. Challenges might include: competing priorities, lack of knowledge, perceived lack of value, others. Then, for those identified challenges, brainstorm any strategies for overcoming those challenges. For example: meeting with people to explain the process and answer questions, using media, others. Record challenges and strategies on the last worksheet.

# KCHP Expanding Participation Worksheet

Name of:		NECESSARY CIRCLE OF INVOLVEMENT				
		Core Circle	Circle of Engagement	Circle of Champions	Circle of Information & Awareness	Circle of Possibility
CURRENTLY INVOLVED						
WE WOULD LIKE TO INVOLVE						

Challenges	Strategies to Overcoming Challenges