

**1 What are we trying to achieve?**

What key changes are you trying to bring about in the world?

What major goals and outcomes do you want to achieve?

**2 How do we define success?**

Once you've defined your major goals, the next question you need to ask is how you will know if you have achieved your goals; basically, what defines success?

**3 Do we have the right team?**

The most important factor to any organization's performance and ability to deliver on its goals is its people – its human resource team. This is true for all great organizations, companies, or institutions of widely varying sizes, shapes, and purpose.

**4 Is our resourcing sufficient and appropriate?**

Organizations need to fund their work, which includes funding their human resource talent and key infrastructure. Organizations need to ensure that all money coming in is covering the real costs it takes to run a project as well as the organization as a whole

**5 Who can we work with?**

Identifying key strategic collaborators, and then developing the relationships that you need in order to take joint actions. Are you working with the right organizations as collaborators and partners?

**Five Critical Questions**

**Organizations are both complex and simple.**

They are complex in that they are made up of different people, working together to solve difficult social problems that often operate at multiple scales and over long time horizons.

**If you don't have clear answers to all of these questions – don't worry!**

What is important is to keep these questions in focus, and to carve out the time with staff and key partners to regularly review them through reflection and learning.



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