What do you want to change? What problem do you want to solve?

Why do you want to change it?
| **Know Well, Can Control**  
(Start here!) | **Know Well, Can’t Control**  
(Consider alternatives!) |
|---|---|
| **Don’t Know Well, Can Control**  
(Learn more!) | **Don’t Know Well, Can’t Control**  
(Learn more to talk with the people who have control!) |
Create your Action Plan

How can you reframe your team’s responsibilities? How can you update your hiring or training?

How can you involve them in decisions? What can you delegate to them?

Who will you need buy-in from? How can you get it?
More resources: Who did you meet today? What other helpful resources did you learn about during today’s session?