

## Score Chart, overview effectiveness of an LSI

++= very good    += good    0 = partly complying    - = poor    -- = very poor

Nr.	Factors and indicators						Remarks
		++	+	0	-	--	
<b>1.</b>	<b>Context/Task: LSI is the right approach</b>						
1.1	The task is important						
1.2	Stakeholders need each other to succeed with this task						
1.3	Complex and/or uncertain situation						
1.4	Contra indications context/task						<i>Score positive if no contra-indications</i>
<b>2.</b>	<b>Client: Leaders support the LSI approach</b>						
2.1	Leaders are willing to collaborate, to share power						
2.2	Leaders are willing to spend time and money to do it "by the book"						
2.3	Political climate has enough trust to start						
2.4	Contra indications client						<i>Score positive if no contra-indications</i>
<b>3.</b>	<b>Consultant: Facilitators are skilled to conduct an LSI</b>						
3.1	Facilitators make and keep a clear contract with the client						
3.2	Facilitators gain credibility, managing expectations						
3.3	Facilitators are aware of their own role						
3.4	Facilitators have skills to work with large groups						
3.5	Faciliators believe in the principles of LSI						
3.6	Contra indications consultant						<i>Score positive if no contra-indications</i>
<b>4.</b>	<b>Intervention: LSI is performed right</b>						
4.1	Large group meeting (LGI) is planned as part of a larger effort						
4.2	Work with a planning group with a representation of stakeholders for all essential decisions regarding design, management and logistics						
4.3	Design of LSI and LGI is coherent with context, task, relations and directions						
4.4	Participants: getting the right people in the room for the LGI						
4.5	Representation: consideration to those who are not present; contact is supported by the larger social system						
4.6	LGI enables everyone's contributions by inclusiveness and building trust						
4.7	Structure of the LGI: exploring the whole, engaging new connections, building a common database of the system						
4.8	Leadership is distributed by shared responsibility and self-management						
4.9	Convergence: Tapping into collective intelligence						

## Score Chart, overview effectiveness of an LSI

++= very good    += good    0 = partly complying    -= poor    -- = very poor

Nr.	Factors and indicators	++	+	0	-	--	Remarks
4.10	Conference setting for the LGI facilitates the process, it symbolizes the principles of LSI						
4.11	Action planning for next steps starts in the LGI, or if more appropriate, soon after the LGI						
4.12	Reflection on conditions and principles with participants LGI						
4.13	Building of capacity to work participatively during the LSI						
4.14	LGI is managed well by facilitators						
4.15	Building of a post-event support structure, during the LSI a delivery system for change is made or initiated						
4.16	Contra indications to hold the LGI						<i>Score positive if no contra-indications</i>
<b>5.</b>	<b>Effectiveness: Short-term effects (LSI contributes to getting more and better work done)</b>						
5.1	LSI is considered worth the effort; short-term objectives are met						
5.2	Increased awareness and understanding of the system and context						
5.3	Commitment and energy for change, better implementation						
5.4	New relationships, more potential for innovation and learning						
5.5	Some elements of LSI are transferred						
5.6	Efficiency is increased						
<b>6.</b>	<b>Effectiveness: Sustainable effects (LSI contributes to transformed capability for change and learning)</b>						
6.1	Collective learning and changing continue, increasing capability to change						
6.2	Increased reflective self awareness						
6.3	More permeable boundaries: Opening up the organization, inviting diversity; the circle gets bigger, focus on how good the system is						
6.4	New structures sustain ongoing participations in change						
6.5	Communication is more direct and constructive						
<b>7.</b>	<b>Risks: possible undesired effects</b>						<i>Score positive if no undesired effects</i>
7.1	Cynicism and greater resistance to change						
7.2	Apathy among some people, awaiting further action of leaders						
7.3	Frustration about unfulfilled expectations						
7.4	Withdrawal of champions after the conference event						

## Score Chart, overview effectiveness of an LSI

++= very good    += good    0 = partly complying    -= poor    -- = very poor

Nr.	Factors and indicators	++	+	0	-	--	Remarks
7.5	Not enough time for follow up; dissipating energy and frustration when people return to their demanding workplaces even when the follow up seemed ok						
7.6	People agree only at a high level of abstraction doing relatively minor, non-controversial projects						
7.7	Discouragement among people who were not invited						
7.8	Increased power game						
7.9	Increased distrust, decline of open communication						
7.10	Collusive climate						
7.11	Conflict, overemphasis of group interests at the expense of the personal affiliate						
7.12	Dead-zone: switch to other work to get relief of responsibility and make up for undone work						
7.13	Waste of time and money						