

Workshop Description

3/30/07 3:00pm Workshop Block 6

40. Charting (a plan to reach your goals) (*USW – Mike Wieble*) *Track: Training Approaches for Worker Empowerment*

Charting is an important tool for any group or team to develop a plan to reach their goals. Charting can be done at many different levels. You can chart an entire program, like a training program or the work of a health and safety committee. You can also analyze how a part of a program—such as the training component—works.

A chart is like a model or schematic that shows how a group intends to get results. A chart is most effective when created by the members of the group that intend to use it. The process of creating a chart, if done well and democratically, may strengthen the group in several ways. Creating a chart may help people in the group to:

- 1. Clearly understand** each other's points of view about how the chart is designed to work.
- 2. See "A Big Picture"** of "what you are charting" and give participants a better appreciation of its parts and each other's roles in it.
- 3. Gain agreement and guide decisions** about the best ways to evaluate the progress of the team toward their goals.
- 4. Identify forces** (positive or negative) that may influence the results being evaluated.
- 5. Agree about our expectations** and what it will take to meet those expectations.