IMAGINE & PREPARE

There are multiple guidelines used by community organizers to evaluate organizations and engage communities. Netting and colleagues (2017) discuss tasks that social workers should use to engage, assess, and intervene within Human Service Organizations and communities.

IMAGINE and PREPARE

Two of the models used by organizers and social workers to guide actions during a change effort. The mnemonics help organizational and community members leading change efforts focus on the tasks needed for success.

IMAGINE

A process for organizational change

| I | start with an innovative idea |
| M | muster support and formulate an action system |
| A | identify assets |
| G | specify goals, objectives, and action steps to attain them |
| I | implement the plan |
| N | neutralize the opposition |
| E | evaluate progress (of macro change) |
PREPARE

An assessment of organization or community change potential

P
Identify problems to address
R
Review your macro and personal reality
E
Establish primary goals
P
Identify relevant people of influence
A
Assess potential financial costs and benefits to clients and agency
R
Review professional and personal risk
E
Evaluate the potential success of a macro change process; evaluate success and set backs thus far

Creating informative presentation

- In addition, the mnemonic P.R.E.P.A.R.E can be used as mnemonics to guide presentation about community and organizational change efforts.
- Each letter can indicate what each slide in PowerPoint presentation should cover.
- The presentation should be clear, concise and relevant

Example presentation

Reentry Program