Activity: Global Outreach and Scaling Kickoff

Goal

Determine whether your program should devote resources to exploring global scaling or expansion

Prerequisites

None

Who Should Participate?

Program leadership (strategic thinkers), Program management (tactical thinkers)

Length
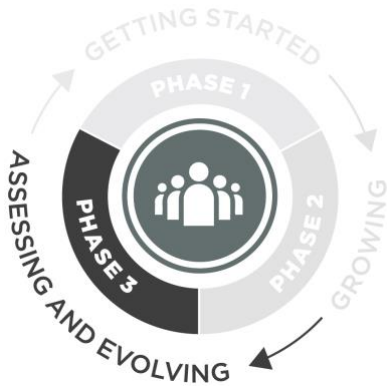
60 minutes

Pre-Work

All participants should read at least Section VI, International Outreach and Scaling, of:

Keonig, Bonnie. *International Engagement for Impact in a Changing World*, 2015. https://www.goinginternational.com/wp-content/uploads/2015/02/international-engagement-for-impact-in-a-changing-world1.pdf

Activity Instructions

What does it mean to scale or expand our programs globally? While questions around global expansion will not be answered in a single meeting, this activity provides a framework for determining whether devoting resources to exploring global expansion makes sense for your program.

1. As a group, take 45-60 minutes to discuss and capture some or all of the following questions. You may add additional questions depending on your program's situation. Designate a facilitator to help guide the conversation.

   o Why do we want to scale/expand our program globally? Will it:
     ▪ Help further our program's mission/vision?
     ▪ Help our stakeholders achieve their goals?
     ▪ Improve our sustainability along one or more facets?

   o How do we define 'scaling' (geographic spread, more people engaged, etc…)?

   o What do we think we can accomplish by scaling?

   o Are there other ways to achieve the impact we are looking for?

   o Is anyone else doing what we want to do that we might be able to partner with?

   o What are our timeframes? Are they realistic?

   o What will the institutional structure be that will take those high priority ideas forward; i.e., what combination of staff and stakeholders will lead the expansion, and can we then support the additional work required if successful?
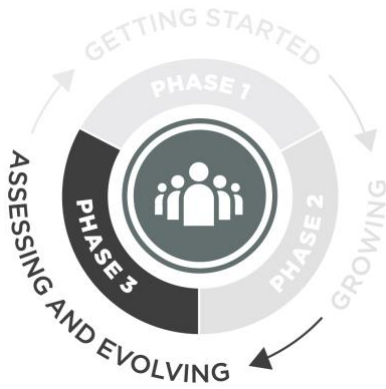
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2. Close the discussion and poll the participants using the Gradients of Agreement scale (included below) to determine if there is consensus to move forward with planning for global scaling or expansion. Note that participants are not being asked any specifics about global expansion yet, just whether continuing to explore it is a good use of program resources.

   o The Gradients of Agreement are a way to tally the level of support for a proposal. Participants note how strongly they agree or disagree with a proposal, on a scale from "Endorsement" to "Veto." Final decisions take the results into account but are not based solely on the poll.

3. If the general consensus is that it **does not** make sense to explore global scaling or expansion, close the session with a plan to re-visit the question in the future.

4. If the general consensus is that it **does** make sense to explore global scaling or expansion, continue with Activity: Global Outreach and Scaling Milestones and Roles.

   o Before closing the meeting, capture answers from the initial discussion for the questions "Why do we want to scale" and "What do we hope to accomplish." These will be used in the next Activity.

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GRADIENTS OF AGREEMENT

1	**Endorsement**	
2	**Endorsement with minor point of contention**	
3	**Agreement with reservations**	
4	**Abstain**	
5	**Stand aside**	
6	**Formal disagreement, willing to go with majority**	
7	**Formal disagreement, desolved of responsibility**	
8	**Block/veto**	

Tally votes
in each box

To use the Gradients of Agreement chart:

- Record the proposal being used (e.g. on a flipchart or virtual whiteboard/document)
- Confirm that everyone understands the proposal, and make any necessary changes
- Read through the gradient definitions, from Endorsement to Veto
- Poll the participants to see where everyone stands. Note that the results show the level of support for a proposal, final decisions will take the results into account but are not based solely on the poll