PRACTICAL TOOL

Readiness Conversation Canvas

A structured conversation tool for defining the future, identifying who must be ready, surfacing friction and agreeing what evidence of movement matters.

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Use this canvas before deciding on a programme. The objective is to make the readiness problem visible before solution design begins.

CANVAS

Frame the readiness conversation

1. Future state	2. Who must be ready?	3. What must they do?	4. What could block them?
What is changing? What future are we preparing for? Why does it matter now?	Which roles, leaders, teams, learners or communities are affected? Who enables their success?	What decisions, behaviours, skills or workflows must become possible?	Mindset? Capability? Culture? Technology? Execution? Where is friction most likely?

5. What should move?	6. What evidence matters?	7. What should we design?	8. What will sustain it?
What should become more confident, consistent, faster, safer or higher quality?	What would we observe if readiness improved? What data, behaviour or feedback could demonstrate it?	Training? Practice? Leadership? Workflow? Tools? Standards? Communication?	What reinforcement, ownership, rituals or measurement will keep the movement alive?

Facilitator prompt: do not allow the conversation to jump straight to a course or workshop. Keep returning to the future state, the barrier, and the evidence.

CONVERSATION GUIDE

Questions that deepen the diagnosis

Dimension	Diagnostic prompts
Mindset	What do people believe about the change? Where is trust, confidence or meaning unclear?
Capability	What must people know, decide or do under real conditions? Where is practice insufficient?
Culture	What signals, norms, incentives or leadership behaviours reinforce the current state?
Technology	What tools, access, data, usability or governance conditions enable or block the work?
Execution	What routines, handoffs, decision rights or accountabilities determine whether intent becomes action?

End the conversation with one sentence: 'We will know readiness is improving when…'