

# Reflective journal

## Running a Change Team



We do not know it all, but what we do know, we share with others.



TEN YEARS' TIME  

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PHILANTHROPY REIMAGINED

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## Running a Change Team

This guide accompanies the **Running a Change Team** video session and invites you to explore your *personal and collective role in setting up, running and being a member of a Change Team*. It's not about arriving at answers—it's about staying with the inquiry

### Arrival

How are you arriving to this reflection? Take a moment to pause, breathe, and notice

- What sensations are present in your body?
- What emotions or thoughts are alive?
- Is there a word, image, or metaphor that describes your current state?

# Reflective enquiry

## Purpose and your Change Team

Use journaling, doodles or drawing to explore:

- What is **one** thing about your Change Team you wish someone would explain or walk through with you?
- What **three words** would you use to describe your experience of being a member or the leader of your Change Team?
- In your own words, what is the **PURPOSE** of your Change Team?
- In your view, are the right people in your Change Team? who is missing?





## Alignment and collaboration

Use doodles, mind-maps or jot thoughts on **how to centre** racial justice and the change it requires within your organisation:

- Create space to think about organisation-wide projects or programmes that are underway or about to start.
- How might they connect or intersect with your racial justice journey?
- What do you have to learn or unlearn in order to work collaboratively across one or all of these programmes?



## Unfinished Questions

Leave space here for questions that are still unfolding. Not everything that needs to be asked will have a tidy answer. Use these pages for ongoing enquiry, insights, tensions, contradictions, and invitations that emerge later.

# Closing

Think of one small action you can take right now to help transition back into your day — perhaps noticing ten things in the room that are blue, taking a stretch, a breath, or a drink of water.

**How are you leaving this reflection?** What image, word, or sensation wants to mark this moment?

## **Next Steps (Optional):**

- **One practice I want to try...**
- **One conversation I commit starting...**
- **One thing I'm ready to let go of...**
- **One place I will show up differently...**



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