

Roadmapping Guide

A practical tool for assessing and shifting system conditions

Date: 22 May 2025



- A source of reflection and fresh ideas
- The resources are probably less significant than the clarity of thinking the tool provokes



Instructions

1

Introduce the tool to those who will be using it - help participants get familiar with all elements and sub-elements

2

Develop a Case for change (if you haven't already) - you need this anchor of *why* you're doing the work to keep people focused on the goal.

3

Build the first version of the roadmap using the tool - with broad (relevant) stakeholders, importantly decision-makers (doing this in-person with cut-out paper elements works best)

4

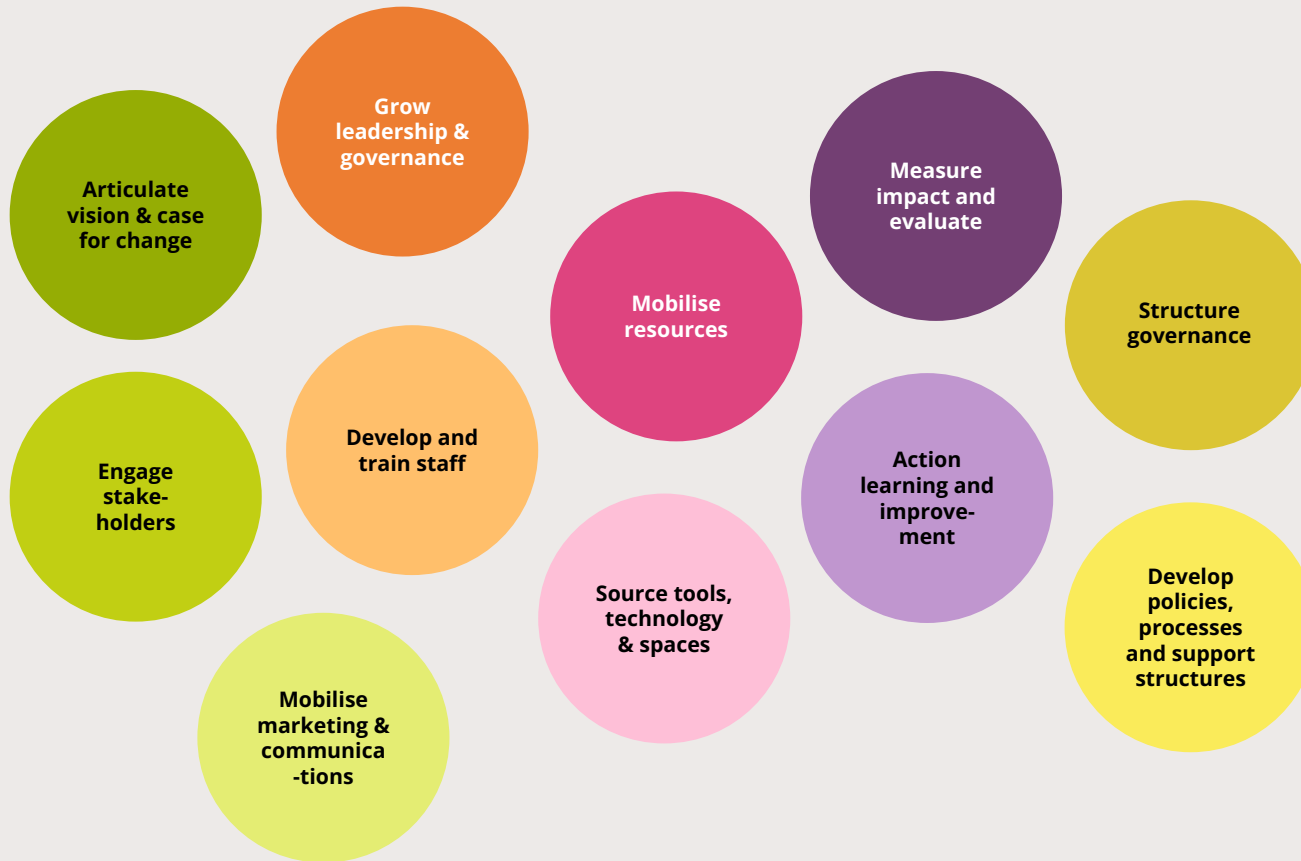
Create realistic action plans that translate the output from the tool, outline components of the roadmap in detail so that they can be followed through

5

Learning loops and iteration - set rhythms of regular reflection and learning moments where you can return to the roadmap and update as needed

Roadmap elements

Conditions for Change



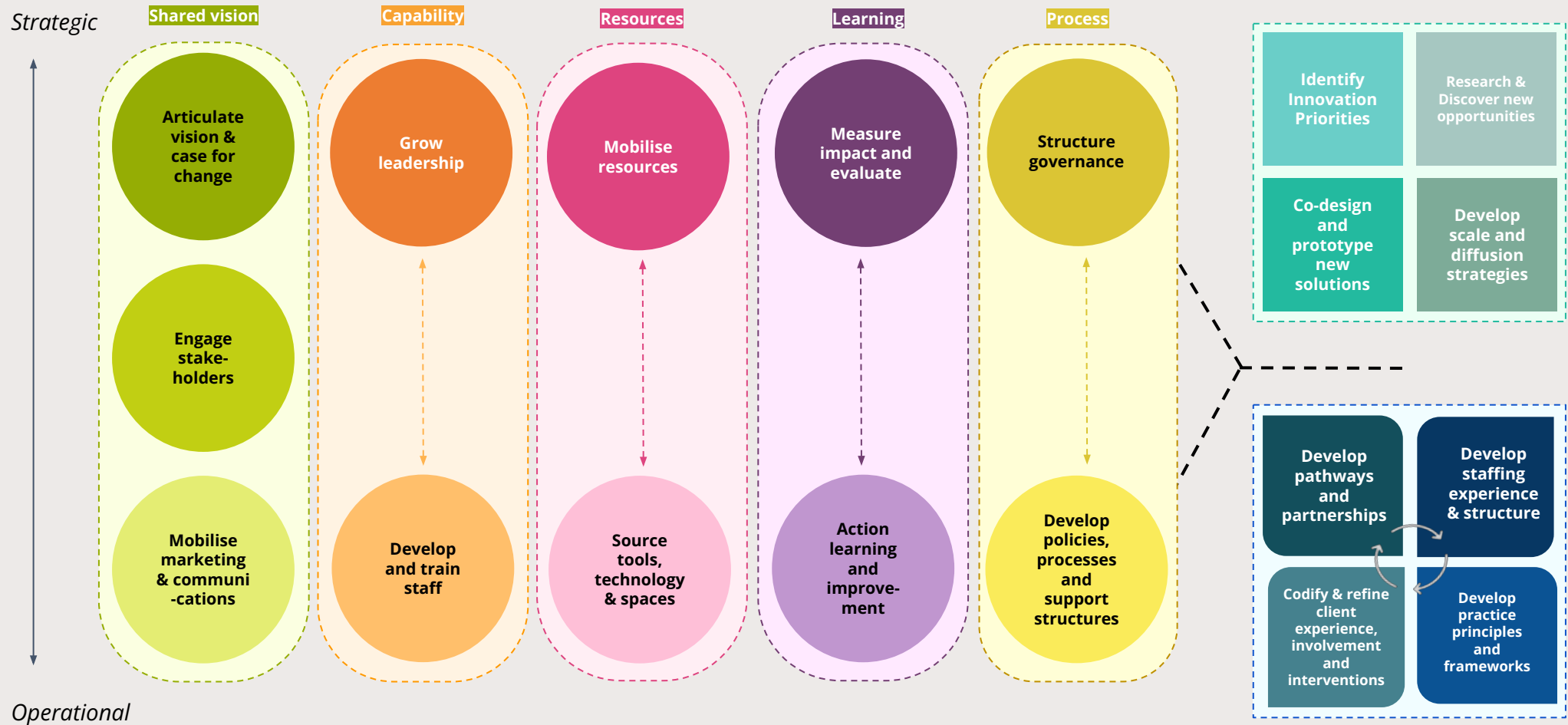
Innovation

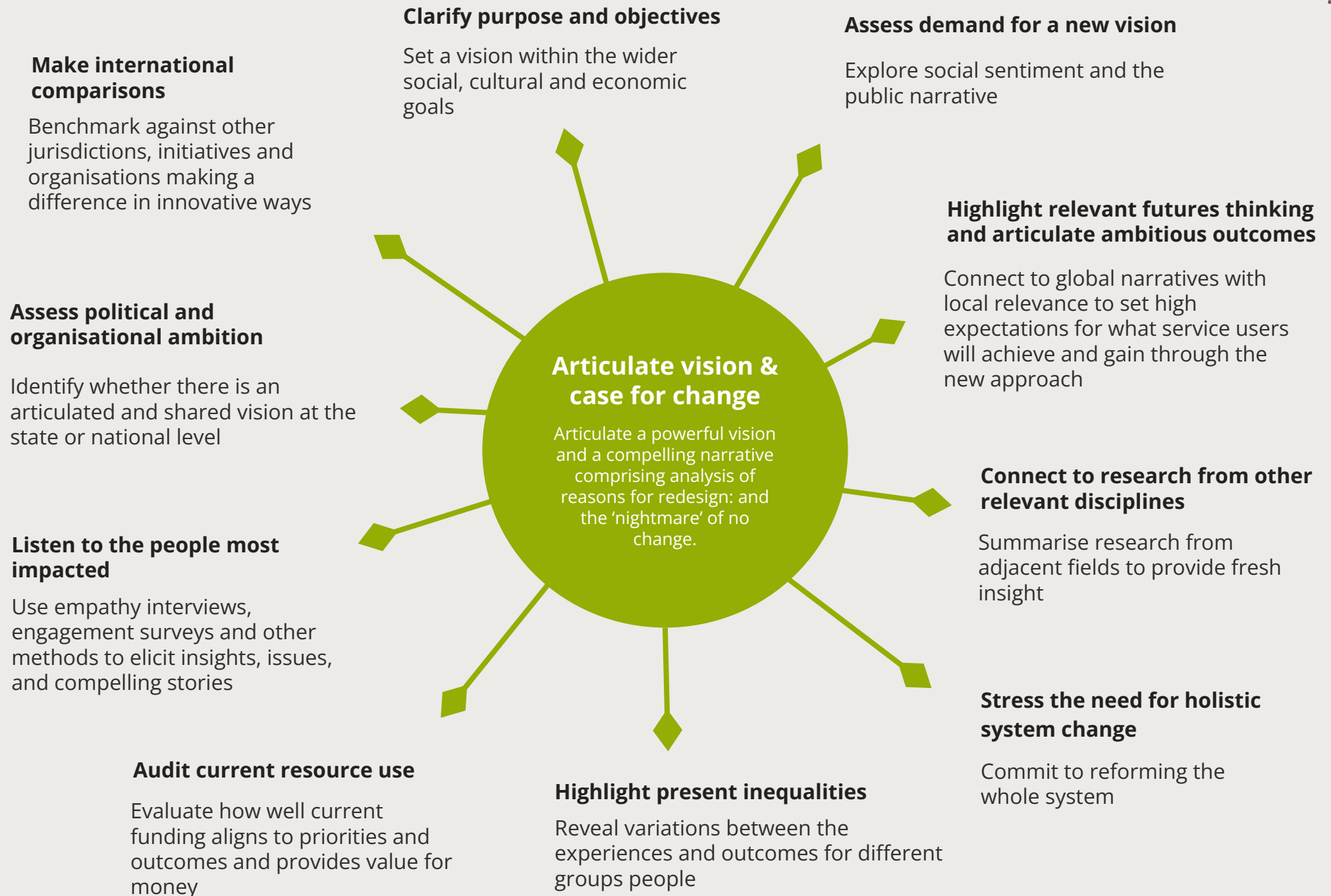


Service Model

Roadmap categories

Conditions for Change





Map stakeholder groups

Identify potential actors: people with lived experience, service users, organisations, communities, politicians, policy-makers, social entrepreneurs, etc.

Strengthen demand among supporters

Identify and engage passionate advocates to co-lead aspects of the change process; provide a range of tailored opportunities for engagement

Determine engagement and involvement methods

Design a range of participation pathways and approaches for stakeholders that reflect their unique perspectives and interests and their available time

Engage stakeholders

Mobilise and involve all potential actors, build alliances and coalitions, grow a social movement

Identify and address resistance and opponents

Understand people and organisations who will perceive change as loss and are likely to offer resistance to change

Mobilise lived experience and community effort

Harness the discretionary effort of people with lived experience and members of communities as 'co-producers' of quality care models

Engage and involve widely

Establish a dynamic system-wide engagement and communication strategy; create awareness and energy around emergent success

Build a knowledge platform

Share case studies of the testing and implementation of innovative new models

**Mobilise
marketing and
communications**

Tell the stories of your impact and success and bring broader stakeholders along for the journey.

Engage potential early adopters

Support potential innovators to engage with and learn from prototypes and pilots elsewhere

Create artefacts

Support practitioners/ professionals to develop models, tools, frameworks and materials to support wider adoption and adaptation

**Mobilise lived experience and
community effort**

Harness the discretionary effort of people with lived experience and members of communities as 'co-producers' of quality care models

Distribute leadership for change

Improvement and innovation thrive when leadership is shared across roles, organisations, and levels of the system.

Develop system leadership capacities and capabilities

Extend the skills of (existing or potential) system leaders to effectively initiate and support redesign and implementation

Create appropriate governance structures

Revise, replace or supplement decision making and resource allocation arrangements so they support and amplify redesign of the model



Secure system authorisation

Deepen commitment to need - and develop a process for - change

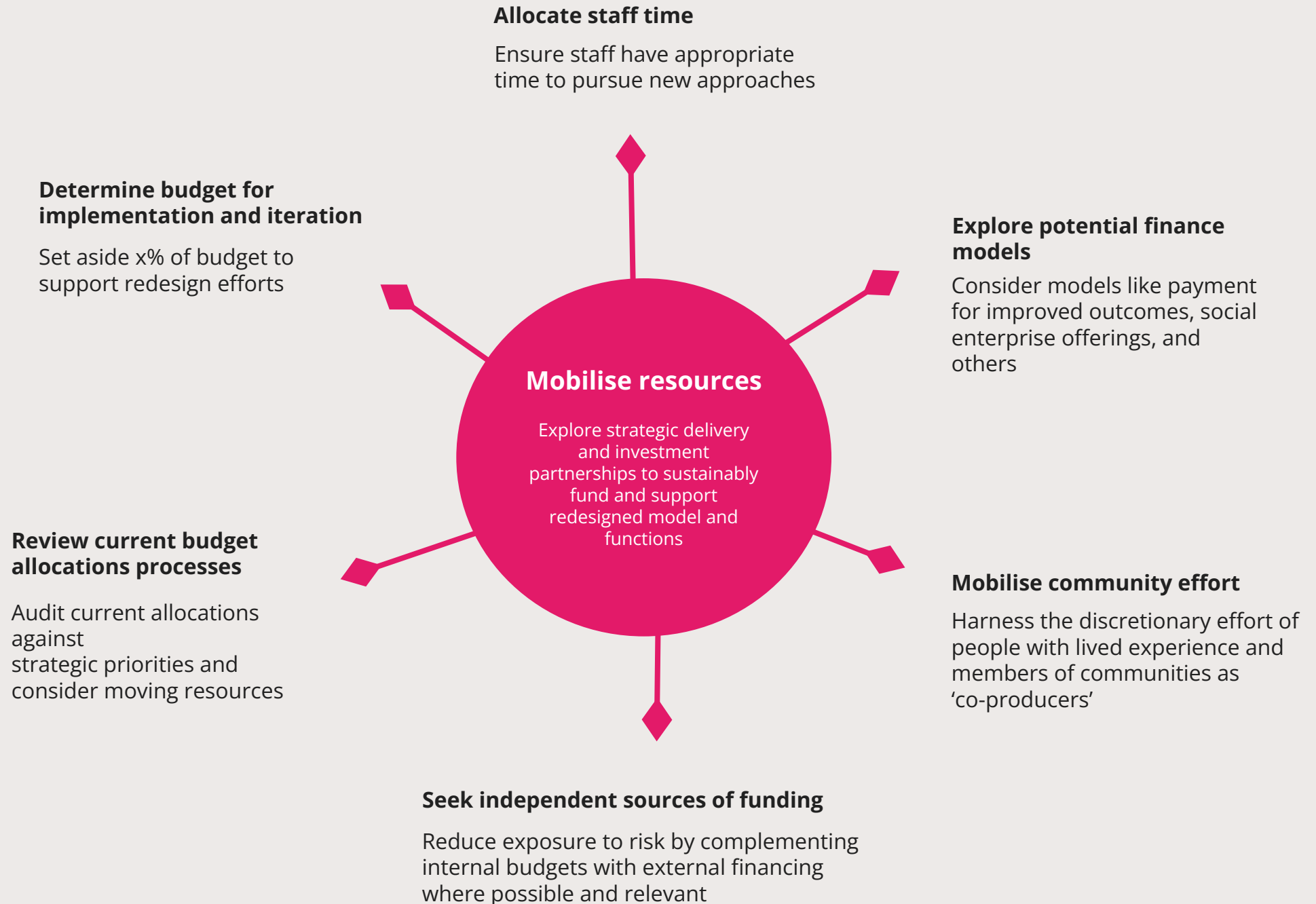
Build communities of practice

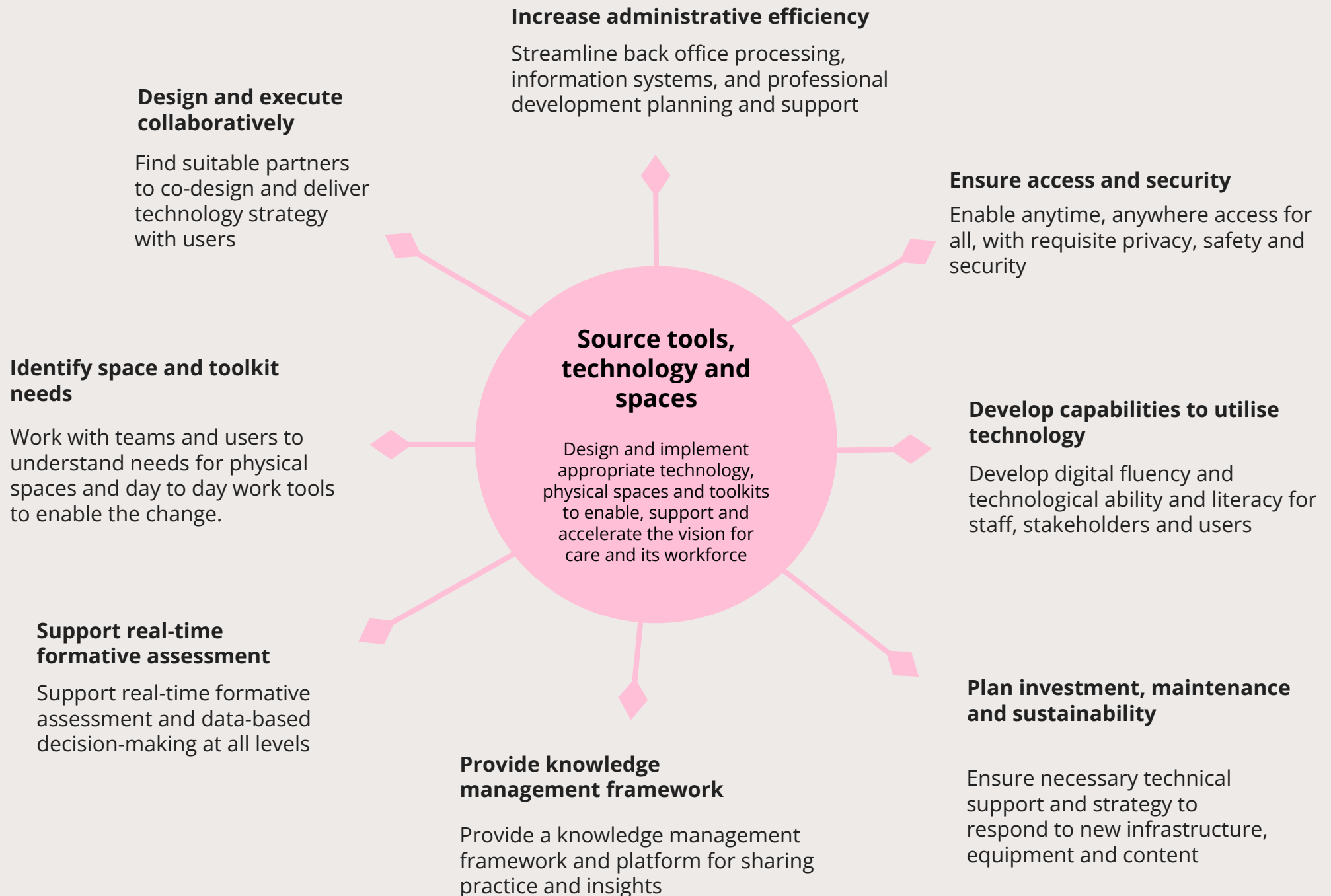
Create learning networks to develop and test emergent ideas and approaches

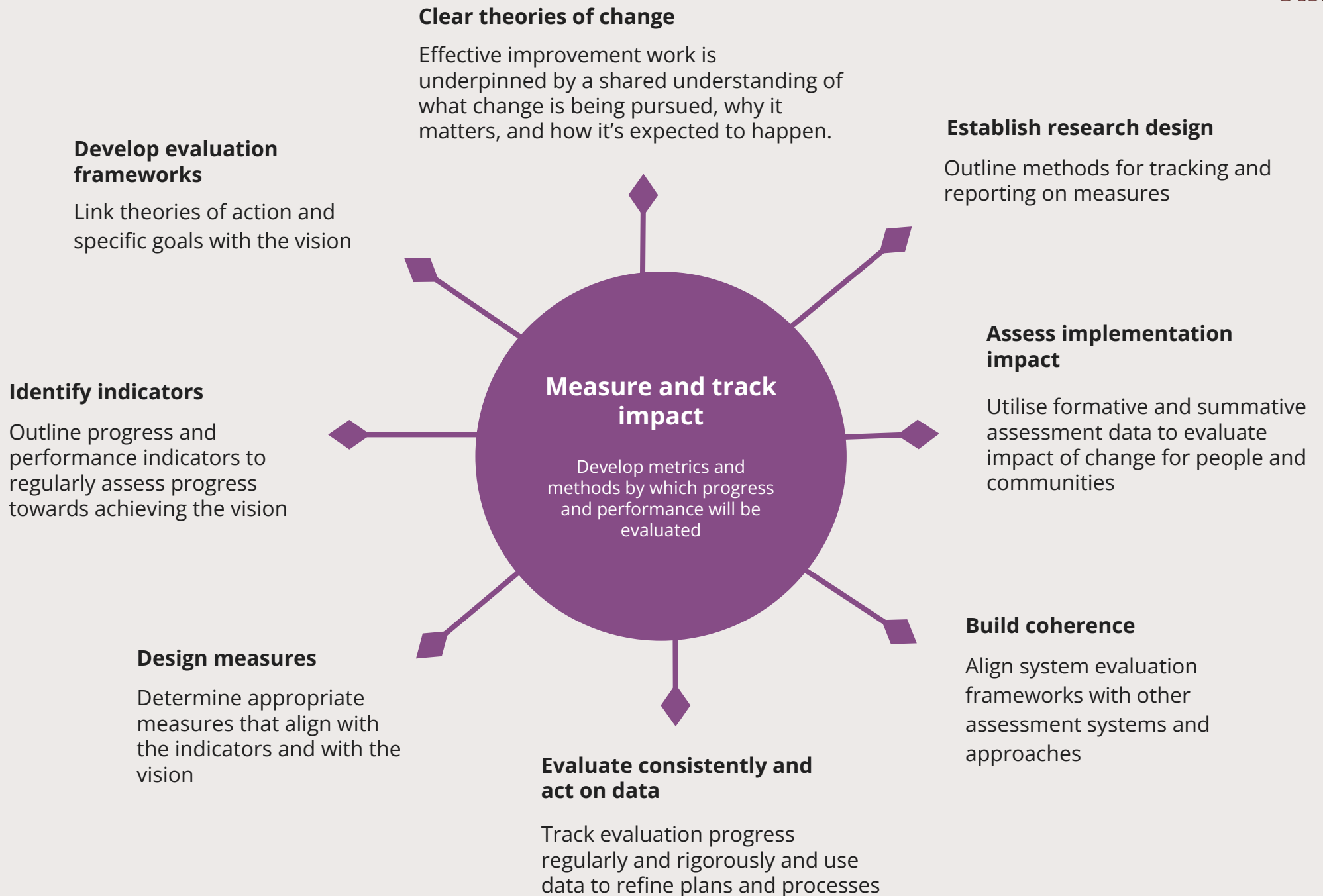
Develop local leaders' capacities and capabilities

Extend the skills of local leaders to engage with model and system redesign as part of a learning community

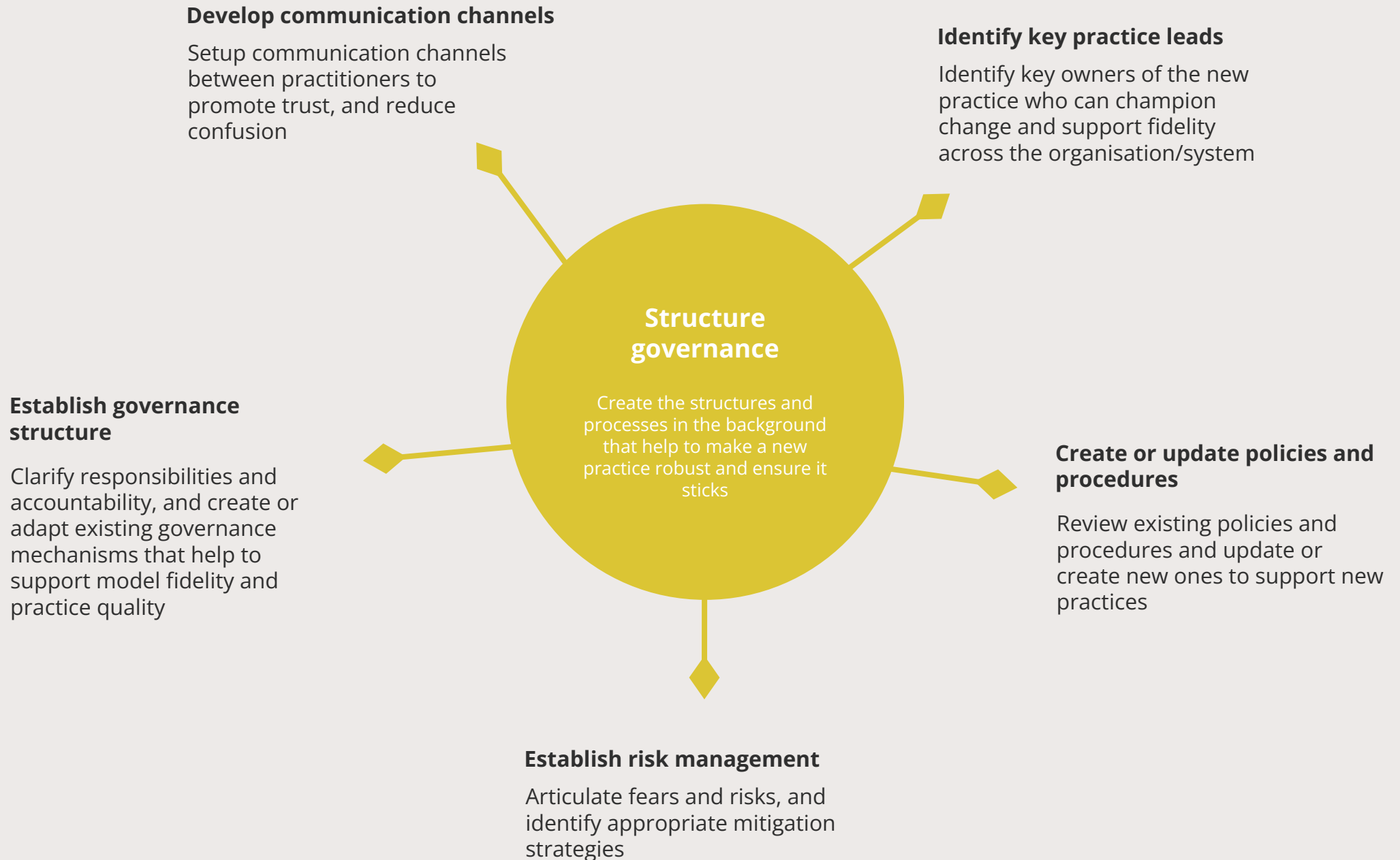


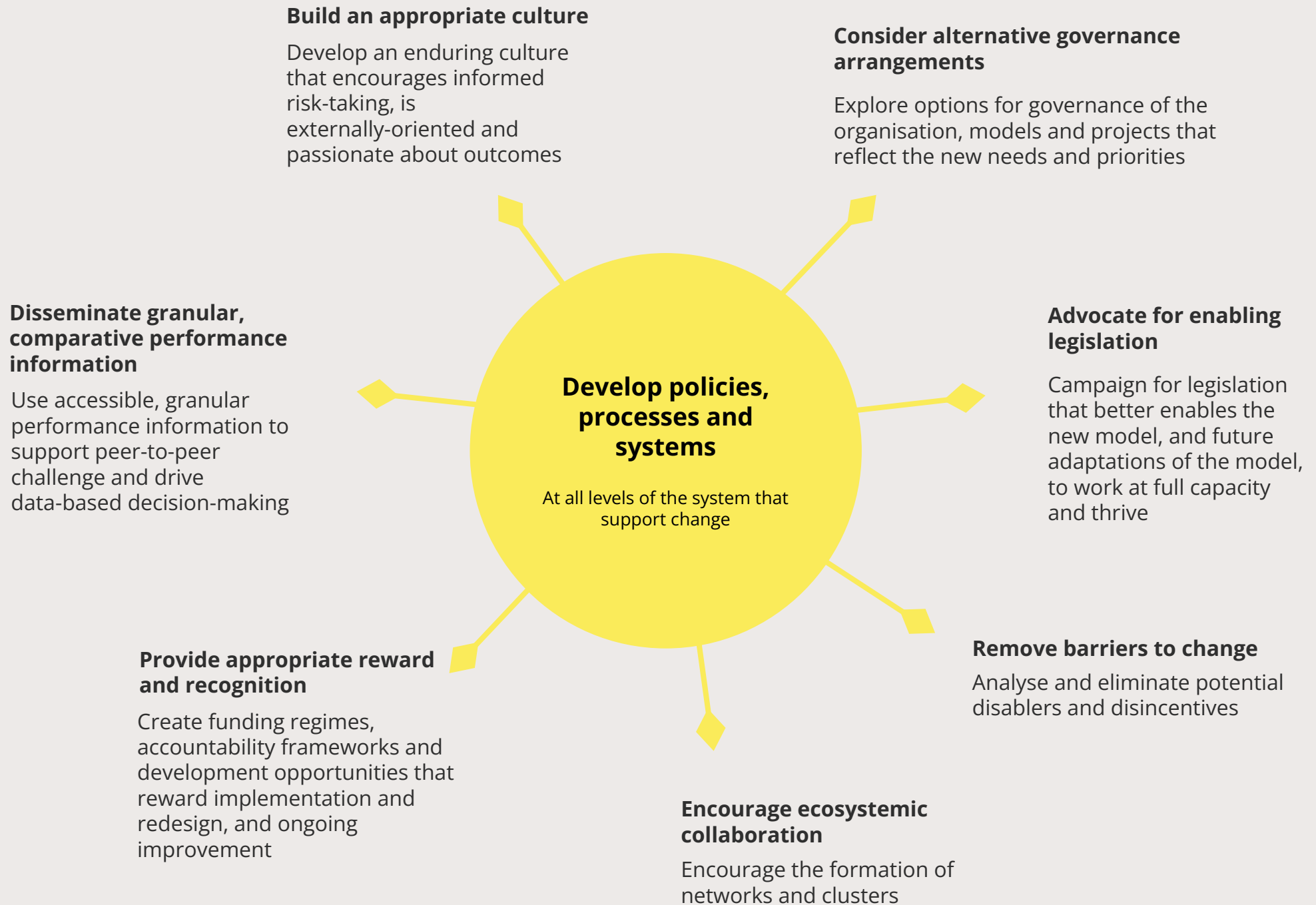













A man with curly hair, wearing a bright yellow button-down shirt over a black t-shirt, is leaning over a table. He is pointing with his right hand at a white document or presentation board that has some blue and black text and graphics on it. A woman with blonde hair tied back, wearing a colorful patterned shirt, is sitting at the table and looking up at the document with a smile. Another person's head is visible in the background, also looking at the document. The background is a white brick wall.

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