

PHOENIX RISING | PRACTICE TRANSFER TOOL

Action Plan Template

From learning to doing: your bridge into Monday morning



PHOENIX RISING

Anti-Racism Leadership Programme

Your Practice Action Plan

Complete after each lesson or at the end of the programme.

Review regularly. Update as your practice develops.

Name: _____

Date: _____

FOR YOU — Personal Practice Commitment

What will you do differently in your own practice from Monday morning?

FOR YOUR TEAM — Team Development Action

What will you bring to your team, and how?

FOR YOUR SERVICE — Structural Change Advocacy

What systemic or policy change will you advocate for?

ACCOUNTABILITY — How Will You Know?

How will you measure whether your actions have made a difference?

Quarterly Review

Return to this page every 3 months. Honest reflection sustains change.

Quarter 1 (3 months)

What changed?

What did not change? Why?

What will you do next?

Quarter 2 (6 months)

What changed?

What did not change? Why?

What will you do next?

Quarter 3 (9 months)

What changed?

What did not change? Why?

What will you do next?

Quarter 4 (12 months)

Supervision & Appraisal Preparation

Use this page to prepare for your next supervision or appraisal session.

WHAT I HAVE LEARNED

Key insights from Phoenix Rising that I want to discuss:

WHAT I HAVE DONE DIFFERENTLY

Specific examples of changed practice since the programme:

WHAT I FOUND CHALLENGING

Areas where I struggled or need further support:

WHAT I NEED FROM MY ORGANISATION

Structural support, resources, or changes I want to advocate for:

MY DEVELOPMENT GOALS

What I want to focus on in the next 3-6 months:

"Learning changes nothing until it reaches practice."

— Phoenix Rising