

### Reflection #1 (10 minutes)

1. Review the map you created today.
2. Identify the practice/programs/workgroups/meetings that strongly support the elements and behaviors of the CPM in your department?
3. Draw a **green** circle around those practice/programs/workgroups/meetings/initiatives that are already supporting CPM practice elements
4. On a scale of 1-5, (**with 1= not at all and 5= decisions made with CPM in mind**), rank the strength of alignment or integration of the practice/programs/workgroups/ meetings with the elements and behaviors of the CPM in these high performing structures. Write the number to the side of the green circle.
5. Think about why you selected this number. What is working well? Why?
6. What change would need to occur in each identified area to move to the next higher number in the ranking?
7. What is one thing you could do to increase the engagement of staff in these activities that most support CPM? (Even if it is just to receive consistent information about the group's efforts!)

### Reflection #2 (10 minutes)

1. Take a look at the practice/programs/workgroups/meetings that you did *not* circle in green, but do have some potential for supporting CPM practice. (For example, a standing meeting with contracted partners, a monthly staff meeting, etc.)
2. Circle those meetings in **yellow**.
3. On a scale of 1-5, (**with 1=not at all and 5=decisions made with CPM in mind**), rank the strength of alignment or integration of the practice/programs/workgroups/meetings with the elements and behaviors of the CPM. Write that number to the side of the circle.
4. Think about why you selected this number.
5. What is one change that could occur in this practice/program/work group to move your ranking to the next higher number?
6. What communication links could you create between the green and yellow practices/programs/workgroups/meetings? If you see the benefit and need for more communication between any of these groups, connect them with a **blue line**.

### Reflection #3 (5 minutes)

1. Take a look at your map. Are there any meetings/workgroups/programs/practices that you don't yet see much opportunity for them to be strategically helpful to facilitate more CPM practice elements occurring more consistently?
2. Is this a practice/ program/ workgroup something your organization can STOP doing?
3. If so, circle that meeting in **red**.
4. If so what are some ideas as to how to **message** that to staff? Keep in mind CW rarely *stops* doing anything and usually just adds on and on and on. This could be a win/ win opportunity!

### Reflection #4 (2 minutes)

On a scale from 1 to 5, how likely are you replicate this exercise with others in our organization?

1=not at all

3= I will if I have some mentoring or coaching to feel more comfortable with the process

5= I intend to complete this exercise within the next 60 days

### Closing: Large Group Debrief: (8 minutes)

1. What was the most beneficial aspect of this exercise to support your leadership of CPM implementation?
2. How could this exercise benefit *your staff* to better understand how the work fits together and how they fit into the work?
3. What would suggest improving the mapping exercise? What might you do differently with your staff to make their experience better?