

First Nations or FNCFS agencies have a starting point shaped by their context, e.g., political and governance structure, culture, geography, etc.

This starting point will inform their transition process (First Nations and FNCFS agencies do not exist in a vacuum).

Transition is the process of moving from a current to a future state with consideration of people, processes, systems, and strategies.

The transition process is shaped by the starting point by informing the environment in which the change is being undertaken. For instance, your geography may impact your staff recruitment and training, or your political/governance context will influence the design of your systems.

### **TRANSITION**

mission, priorities, goals, and culture

#### **STRATEGIES**

financial systems, IT, data, governance frameworks I

## **SYSTEMS**

program activities, workflow design, org. structure

### **PROCESSES**

staffing, recruitment, retention, training

#### **PEOPLE**



# DESIRED FUTURE STATE

Working toward the desired future state will take time. Building a transition strategy will help to manage change; but no change is perfectly predictable. There will be unanticipated events that may require course adjustments.

Assessing progress from the starting point to the desired future state/goal will be crucial to monitoring progress.