

Moving From a Collaborative Partnership to a Rural Health Network:

A Network Organizational Assessment Road Map

Follow the 4 Steps below to complete your NOA Road Map using the related documents that collectively generate the **NOA Road Map Final Report**, a required FORHP grant deliverable. You will find instructions for each step on the following pages. If you have questions about any of these steps, or the documents, contact your TA Coach for assistance.



Create Individual NOA Road Maps (Step 1a) and a Composite NOA Road Map (Step 1b)

1a: [Individual NOA Road Map](#)

1b: [Composite NOA Road Map](#)



Create the Final NOA Road Map

[Final NOA Road Map](#)



Determine the Next Steps for moving your network forward

[Next Steps for Moving Our Network Forward](#)



Write the NOA Road Map Summary

[NOA Road Map Summary](#)

[NOA Road Map FINAL Report](#)

What is a Rural Health Network?

A Rural Health Network is an independent organization with signed agreements, defined policies, and often by-laws based on a long-term vision for achieving systemic change. Decision-making is shared and distributed among members, and the programmatic focus adapts to changing priorities.

How is a NOA Road Map Helpful?

- Identifies **areas of strengths and weaknesses** of your Network
- Reveals your Network's capacity to address **adaptive challenges** with a point-in-time assessment
- Determines your **desired formality** for your Rural Health Network through partner conversations
- Identifies and **prioritizes strategies** as part of a broader strategic planning process to better position your Network for sustainability and maximum community impact
- Develops the practices that reinforce **The Sustainable Network Model**

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Instructions for Step 1a are below. Follow these steps to complete the **INDIVIDUAL Road Maps using the document provided**. If you have questions about completing this step, contact your TA Coach for assistance.

STEP 1a: Individual NOA Road Map

Identify

Identify at least 3 Network partners and at least 1 Network staff person (as appropriate) to individually complete their **Individual NOA Road Maps** utilizing the **provided file**. Aim to complete at least 4 total **Individual NOA Road Maps**.

Provide

Once you have identified your Network participants to complete the **Individual NOA Road Maps**, provide each partner with the **Individual NOA Road Map** document. A sample email explaining your invitation to complete the **Individual NOA Road Map** is below.

Create Individual NOA Road Maps (Step 1a) and a Composite NOA Road Map (Step 1b)

1a:
INDIVIDUAL
NOA Road Map

1b:
COMPOSITE
NOA Road Map

Sample Email

Subject: Required Grant Deliverable: Assistance with completing our Network Organizational Assessment (NOA) Road Map

We need your assistance as part of [insert name of Network's] engagement in an in-depth network strategic planning process. One of the deliverables we are required to develop and submit for our Rural Health Network Development Planning grant is a **Network Organizational Assessment Road Map** that will be an important building block for our Network Strategic Plan.

The first step in completing our **Network Organizational Assessment Road Map** is for a few of our partners to complete an **Individual NOA Road Map**. I am asking for your help in this endeavor. Instructions for completing the **Individual NOA Road Map** are provided in the attached document. Please email me your completed *Individual NOA Road Map* no later than [insert date].

I will then compile all the **Individual NOA Road Maps** into a **Composite NOA Road Map** to present and discuss with all the [insert name of Network] partners at a meeting to be held on [insert date]. During this meeting, you will join in a discussion to gain consensus about the status of our Network development and determine the next steps in formalizing our partnership.

Thank you in advance for completing the **Individual NOA Road Map** and sharing your leadership and direction to help shape [insert name of rural health network]. Your perspective is essential to our success in improving the health of our community.

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Instructions for Step 1b are below. Follow these steps to complete the **Composite NOA Road Map**. Note: You will need all the completed **Individual NOA Road Maps** from Step 1a before completing Step 1b. If you have questions about this step, contact your TA Coach for assistance.

STEP 1b: Composite NOA Road Map

Collect and Review

Collect and review each of the **Individual NOA Road Maps** completed by your Network partners and staff, as outlined in Step 1a.

Open

Open the **Composite NOA Road Map** and have all the completed responses from each completed **Individual NOA Road Map** available for reference.

Mark

In the **Composite NOA Road Map**, you'll see **blue markers** that you may move anywhere along the road image. Mark all the responses you received into this **Composite NOA Road Map**. You are finished when all your **Individual NOA Road Map** responses are marked. Delete the unused blue markers from the Road Map. The **Composite NOA Road Map** allows you to see all the individual responses for each of the **10 Differentiators That Matter** in one collective snapshot.

Share

Step 1 is almost complete! The last action item for Step 1 is to share the **Composite NOA Road Map** with your Network partners via email in advance of your meeting to discuss the **Composite NOA Road Map**. See sample email below about sharing your **Composite NOA Road Map** with Network partners. You'll find instructions for facilitating the discussion during the meeting in Step 2, next page.

Sample Email

Subject: Required Grant Deliverable: [insert name of rural health network] Meeting on [insert date] to discuss our Network Organizational Assessment Road Map

One of the deliverables for our Rural Health Network Development Planning grant requires us to develop and submit a **Network Organizational Assessment Road Map** that will be an important building block for our Network Strategic Plan.

To help us complete the **NOA Road Map**, I asked a few of our partners to complete an **Individual NOA Road Map**, based on the **10 Differentiators That Matter**. I have compiled all the individual responses into a **Composite NOA Road Map**. The **10 Differentiators That Matter** and the **Composite NOA Road Map** are attached for your review ahead of a discussion meeting on **[insert date]**. I've invited all partners to this meeting to discuss and reach consensus about the status of our Network development and determine the next steps in formalizing our partnership.

I look forward to gaining your input at that meeting. Your perspective is essential to our success in improving the health of our community. Thank you for sharing your leadership and direction to help shape **[insert name of rural health network]**

Create Individual NOA Road Maps (Step 1a) and Composite NOA Road Map (Step 1b)

1a:
INDIVIDUAL
NOA Road Map

1b:
COMPOSITE
NOA Road Map

A Network Organizational Assessment Road Map



Final NOA Road Map

Final NOA Road Map

Instructions for Step 2 are below and continue to the next page. Follow these steps to complete the **Final NOA Road Map**. If you have questions about this step, contact your TA Coach for assistance.

STEP 2: Final NOA Road Map

Convene

Set a date to meet with your Network partners to discuss the implications of the **Composite NOA Road Map**. Plan for the discussion to last 90 minutes to 2 hours. Your TA Coach is available to help you facilitate this partner meeting, if desired.

Review

During the meeting, review the **10 Differentiators That Matter**, with the partners attending the meeting to focus everyone on those variables.

Present

Present the **Composite NOA Road Map**. Ask the people who completed the **Individual NOA Road Map** to share their reasoning for their marker placements along the road map.

Solicit

Once you've reviewed the variables, solicit reactions to the **Composite NOA Road Map**. Ask the Network partners to offer their interpretations and thoughts about the placements for the **10 Differentiators That Matter**. During your discussion, ask the partners these questions:

- Where do we agree? Where do we disagree?
- What is our consensus?
- What is our BIG picture?
- What are the headlines that may describe our current level of network formality?

Indicate

Open the **NOA Road Map Report** document. Indicate the consensus of the current placements of all the **10 Differentiators That Matter** into the **Final NOA Road Map** by using the **blue marker** in that document.

Step 2 continued, next page

A Network Organizational Assessment Road Map



STEP 2: Final NOA Road Map, continued

Engage

Start a discussion with the partners about the appropriateness of your Network's current placements, using the following questions:

- What are the dynamics that have contributed to our current position for each of the **10 Differentiators That Matter**?
- What has worked well? What has been challenging?
- Are we comfortable with where we are right now? What are our strengths? Where might we be falling behind?

**Final
NOA Road
Map**

Final
NOA Road
Map

Determine

Determine the desired formality for your Network along the road between a **Collaborative Partnership** and a formal **Rural Health Network** by discussing the following questions for each differentiator:

- Is this the optimum placement for our Network as we move beyond the Planning grant cycle?
- If not, how far down the road do we want to be in becoming a more formal Rural Health Network?

Research

Reach consensus on the aspirational formality of your Network for each of the **10 Differentiators That Matter**.

Indicate

Indicate your aspirational placements for all **10 Differentiators That Matter** on your **Final NOA Road Map** using the **green marker** with the letter A for aspirational.

A Network Organizational Assessment Road Map



Instructions for completing Step 3 are below. Follow these steps to complete the document: **Determine Next Steps for Moving Your Network Forward** while you are meeting with your Network partners. If you have questions about this step, contact your TA Coach for assistance.

STEP 3: Next Steps for Moving Our Network Forward

Next Steps

Next Steps for Moving Our Network Forward

Identify

What are three to four of the **10 Differentiators That Matter** with the greatest differences between your **current** and **aspirational** placements on your Final NOA Road Map?

Discuss

Discuss the necessary next steps for moving toward the desired formality of your Network for each of the Differentiators selected.

Enter

Enter next steps for your prioritized Differentiators into the **Next Steps for Moving Our Network Forward** provided in the **NOA Road Map Final Report** document. (Note: It is not necessary to indicate next steps for all **10 Differentiators That Matter**).

A Network Organizational Assessment Road Map



Instructions for Step 4 are below. Follow these steps to complete the document titled, **Final NOA Road Map Summary**. If you have questions completing this step, contact your TA Coach for assistance.

STEP 4: NOA Road Map Summary

Write

Write a summary of your **NOA Road Map** process and implications by responding to the questions in the **NOA Road Map Summary** provided in the **NOA Road Map Final Report** document.

Submit

Submit your completed **NOA Road Map Final Report** (which includes the **Final NOA Road Map**, from Step 2, the **Next Steps** table from Step 3, and the **NOA Road Map Summary** from Step 4). The completed **NOA Road Map Final Report** is the required FORHP Network Organizational Assessment deliverable which must be uploaded into the Electronic Hand Book (EHB). Also email a copy of the report to your TA Coach and Project Officer.

NOA Road Map Summary

NOA Road Map Summary

NOA Road Map FINAL Report