

HEAVY, MEDIUM, LIGHT

How involved are your network members on a given initiative?

Participation by network members increases and decreases over time and for any given initiative. A network facilitator needs to find ways to adapt to a changing and evolving membership.

One tool to do this is Heavy, Medium, Light.

To use this tool ask network members periodically (typically every six months or so) where they see themselves in the initiative over the next several months. Who participates at what level will likely change over the course of the initiative, this tool helps the network facilitator to understand what they can expect from whom and when.

Definitions for heavy medium and light can be adapted to fit the particular initiative:

HEAVY	MEDIUM	LIGHT
Involvement in moving the initiative forward by participating in key planning activities	Involvement in specific activities related to the initiative	Involvement peripherally in the initiative
Meet regularly (at least once a month)	Participate in network meetings	Receive and disseminate information about the initiative
Help design evaluation	Participate in evaluation and learning reflections	Participate in meetings or activities if and when they align with interest or mandate
Help plan network meetings, reflection sessions etc.	Participate in at least one initiative activity	
Lead one key initiative activity		

