

TOOL 1

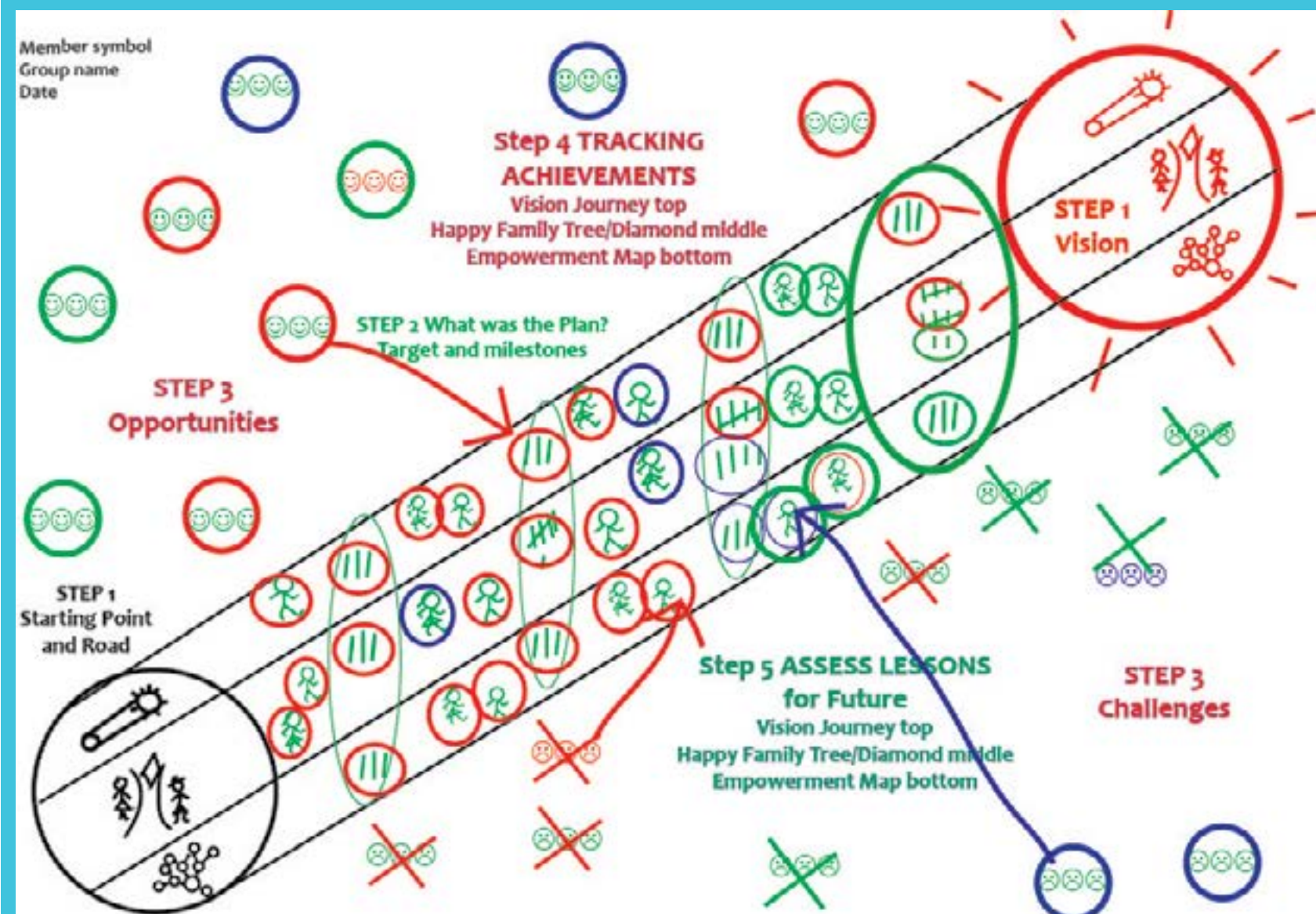
ACHIEVEMENT MULTILANE HIGHWAY



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OVERVIEW

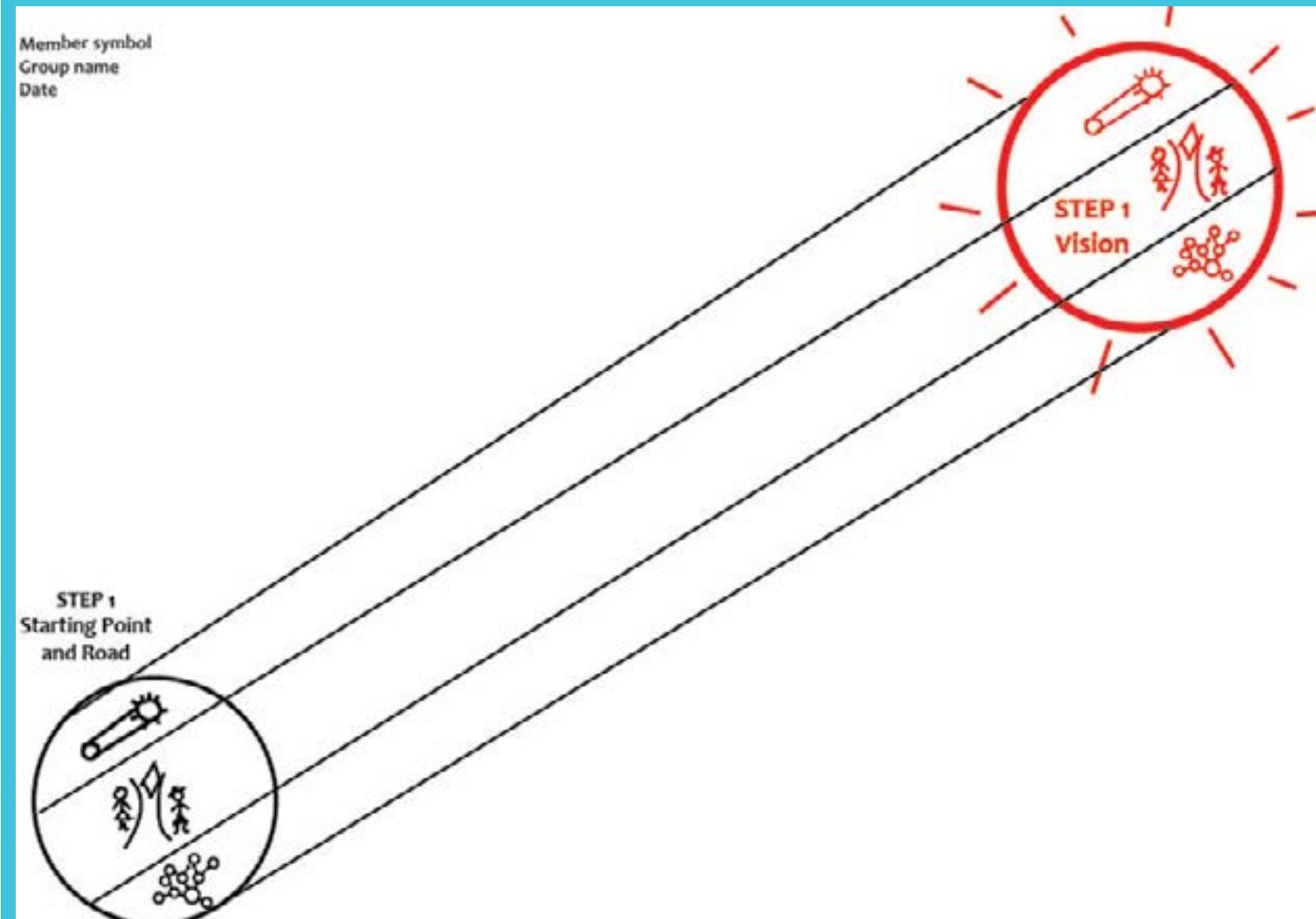
Before moving forward we need to review how we have progressed so far, what was planned, what was achieved and what we did not manage and why. We also need to consider the links between:

- *what we can achieve in terms of material benefits from business, house improvement etc*
- *the changes in the family to ensure everyone is happy and onboard*
- *helping others in the community to advance so we can all support each other*

The Multilane Achievement Journey is similar to a Vision Journey except that it is a Highway with multiple lanes and looks backwards to review achievements and assess lessons for the future.

It is done initially by individuals in order to bring together what they originally planned, what was achieved and lessons for the future on:

- **Vision Journeys:** original/livelihood and/or business journeys (top lane)
- **Happy Family Tree and/or Gender Diamond** (middle lane)
- **Social Empowerment and/or Leadership Maps** (bottom lane)



1 Achievement Multilane Highway Framework

Vision circle: Draw the red sun circle at the top right

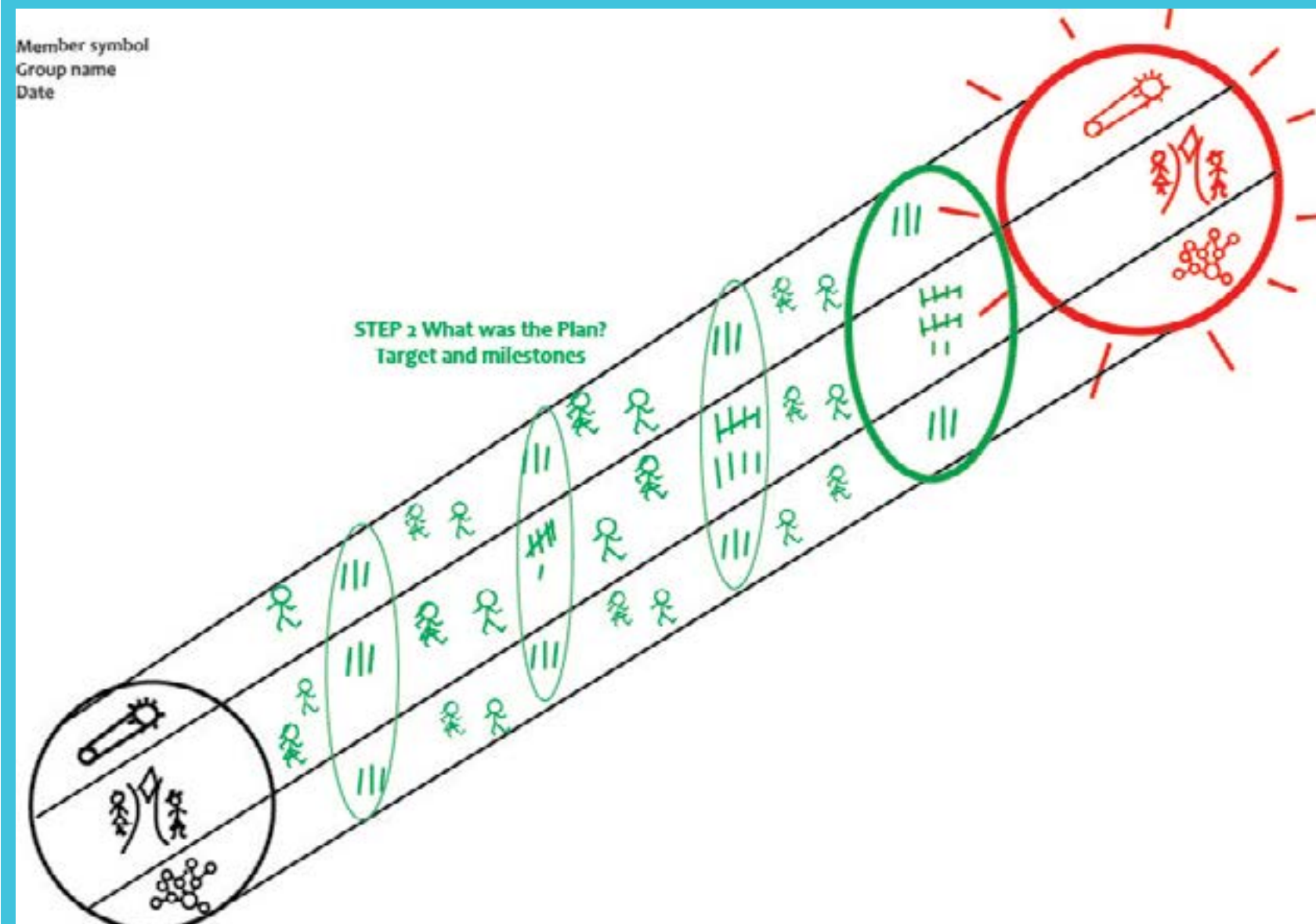
Past circle: At the bottom left draw the circle for your starting point - the current circle from your first Vision Journey.

Multilane Highway: Draw four lines as 3 lanes linking vision and past circles.

Top Lane: Economic/material/education etc looking through your earlier Vision Journeys put your vision in red in the Vision Circle and your starting point in black in the Past Circle.

Middle Lane: happy family and household relationships: looking through your earlier Happy Family Tree and/or Gender Diamond put your vision in red in the Vision Circle and your starting point in black in the Past Circle.

Bottom Lane: Social empowerment/leadership looking back through your earlier Social Empowerment and/or Leadership Map put your vision in red in the Vision Circle and your starting point in black in the Past Circle.



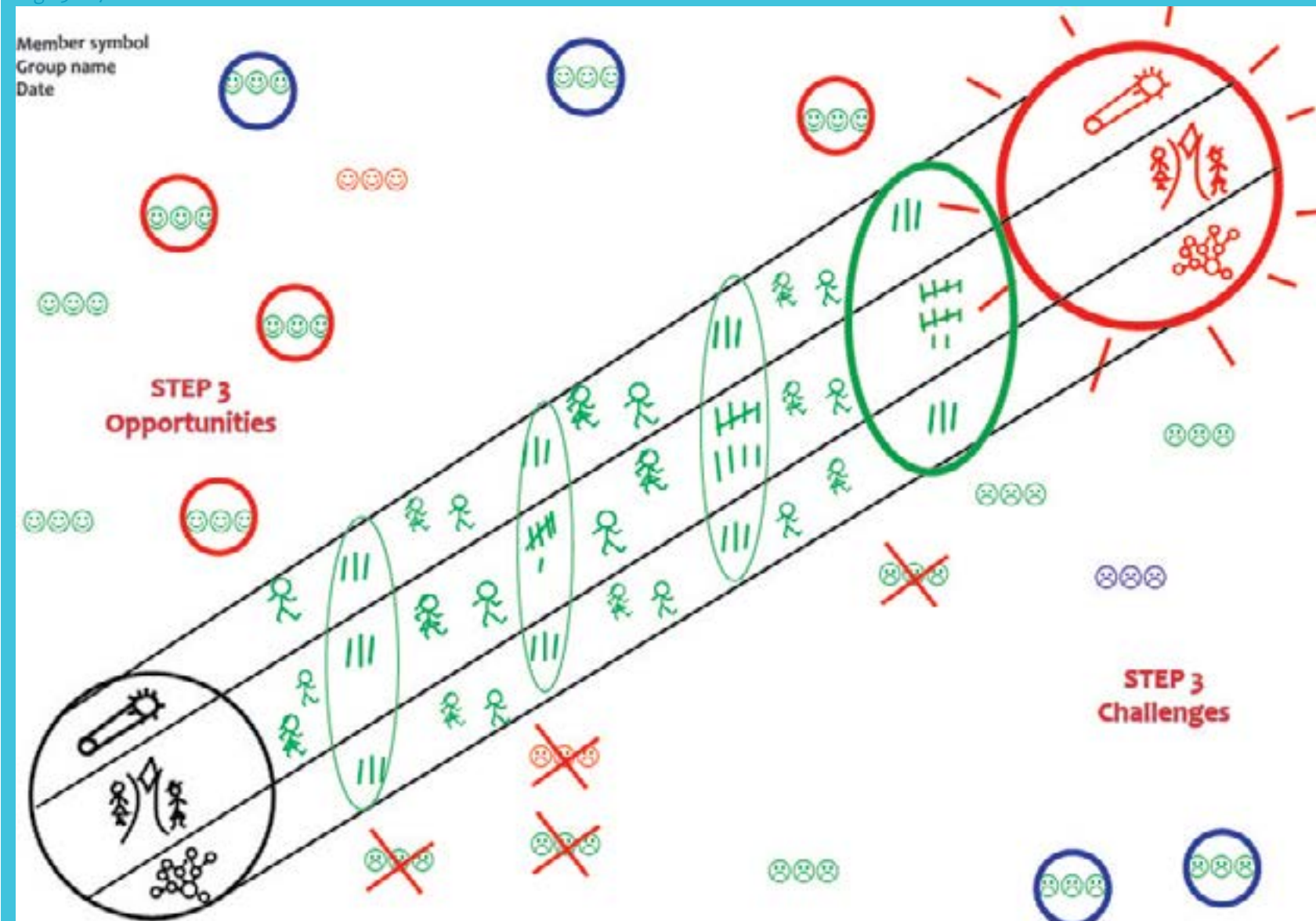
2 What was my original plan? target, milestones and actions

Target: Draw the target circle - probably where you are now, depending on the timing of the Happy Family Review. Put the targets from your earlier diagrams in the correct lane - for the Vision Journeys this will be clear. If you did not do a Multilane Highway before look at the green fruits on your diagrams for the other two lanes.

Milestones: Draw the milestones from your Vision Journeys and put in your plan. For the other two lanes look at your diagrams and estimate if you did not do a Multilane Highway before. Or as long as you put the target, you can leave these blank.

Actions: What actions did you originally plan? Draw these from your earlier Vision Journeys. For the other two lanes look at your diagrams and estimate if you did not do a Multilane Highway before. Or as long as you put the target, you can leave these blank.

All drawings should be green for the plan. The aim is not a completely detailed account, but sufficient review of what you thought you would be able to achieve, and actions you thought you would do. In order to assess roughly whether you are still on track, achieved more/less than you hoped, and lessons for future actions and plans.



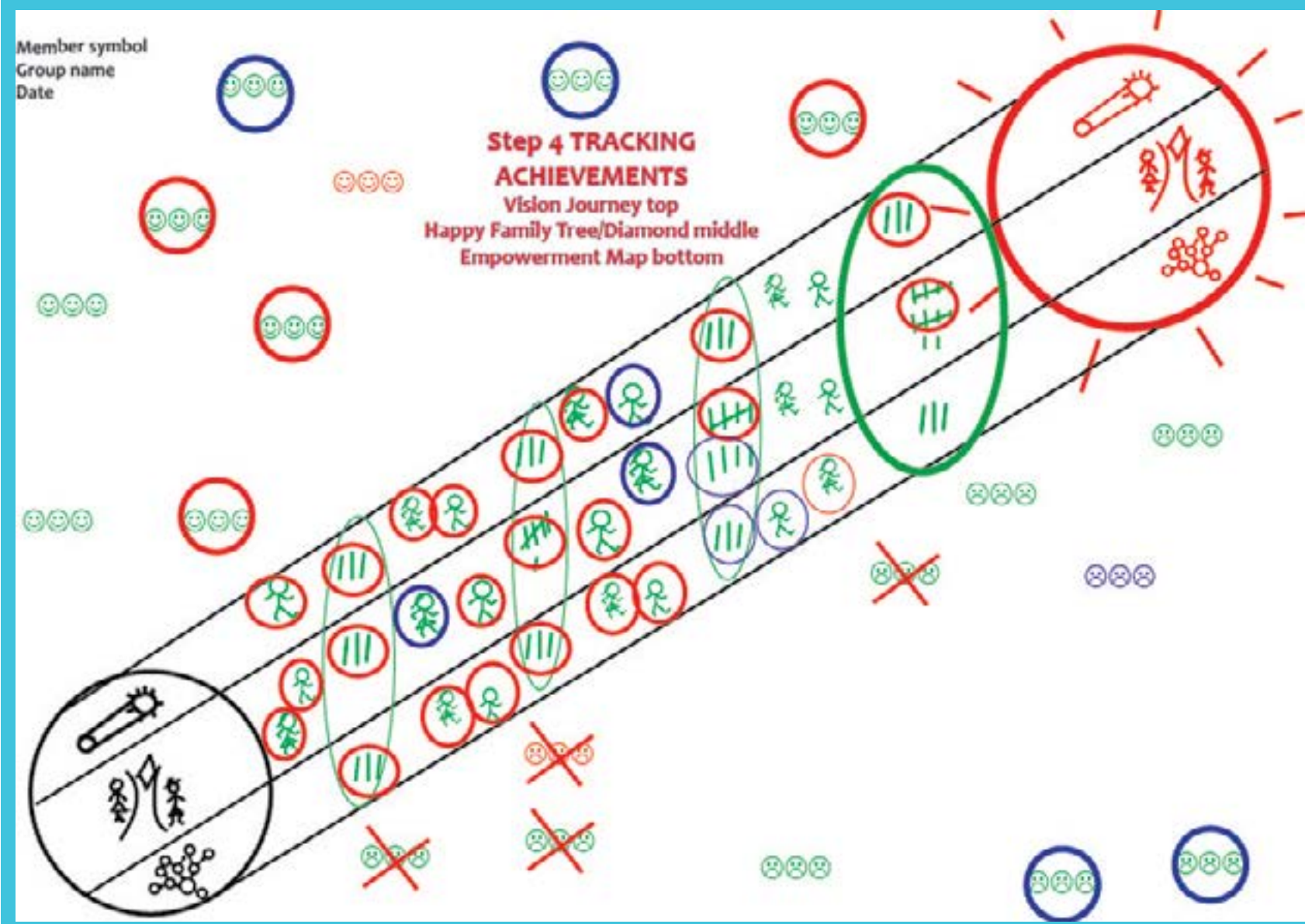
3 Opportunities and Challenges

Opportunities realised/not realised: Looking back at all your drawings:

- What were the opportunities you thought you would get?
- Which opportunities actually happened? Ring these in red - if only half put a half circle.
- Any new opportunities that you found and achieved you can put in red.
- Opportunities you think will now never happen ring in blue.

Challenges addressed/not addressed: Looking back at all your drawings:

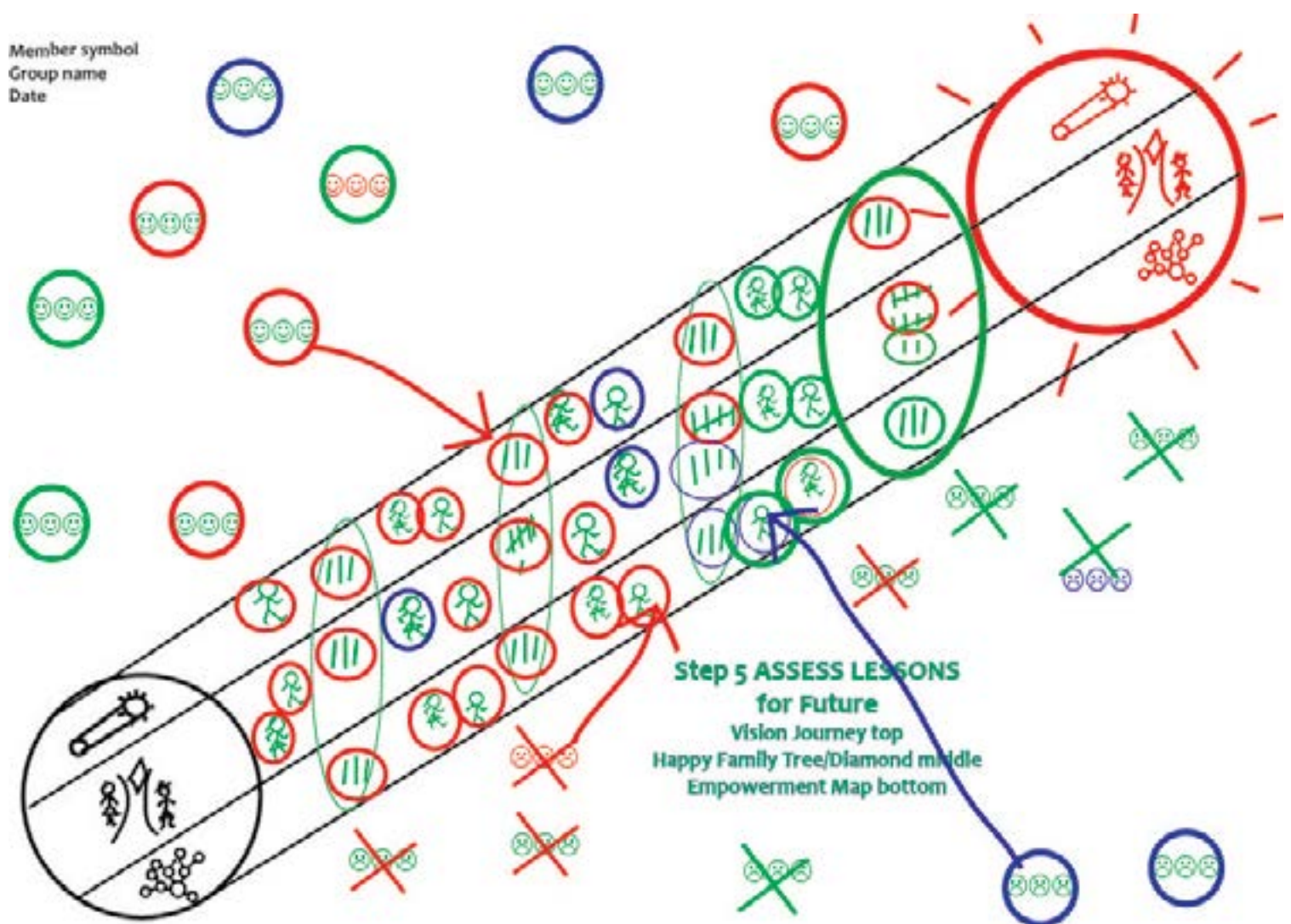
- What were the challenges you thought you would have to address?
- Which did you manage to address? Cross these in red - if only half put a half cross.
- Any new challenges that you found and addressed you can cross in red.
- Challenges you think will never be able to address ring in blue.
- Add also in blue any new challenges you think you will never be able to address.



4 What has been achieved/not achieved

Achieved: Now going through the milestones and actions you planned, ring those you achieved in red as ripe fruits.

Not achieved: Ring those you did not achieve in blue as perished fruits.



5 Lessons for Future

What green fruits go on my next plan Looking at the things you planned to achieve or do on the road that have neither ripened nor perished, which do you think will be important to carry over to your next plan, ring these in green as still unripe fruits.

Which opportunities and challenges do I need to take into account still in future?

- Looking at the opportunities and challenges that have neither ripened nor perished, which do you think are past and no longer needed? Which should be carry over to your next plan - these may be things you have not yet managed to do, or things you have done but will still need to do again in future? Ring these opportunities and cross the challenges in green as unripe
- If any of the achievements were due to your ability to get opportunities or address challenges, then put a red arrow. If any things you did not achieve were due to not getting opportunities or not addressing challenges, then put a blue arrow. This will be very important to take into account in your next plans.