



Stakeholder Ecosystem Map

Coaching only sticks if the ecosystem around it holds. Name who plays each part, and where the gaps are.

SPONSORS — who protects the time & budget

e.g. Deputy director: agreed the half-days, defends them

COACHES — who is slightly ahead, per team

LEARNERS — who is being coached, toward what

e.g. Intake team, toward running the redesigned workflow

SUPPORT ROLES — IT, legal, data: who unblocks

THE CRITICAL GAP OR DEPENDENCY

The missing role that will quietly stall adoption past the first quarter.

Common trap: filling all four boxes with names from one department. If they all report to one person, the layer dies when that person changes jobs.