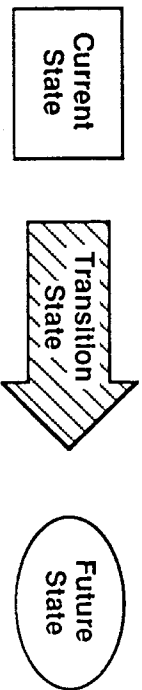


# ESSENTIALS OF CHANGE MANAGEMENT

## Basic Model of Organization Change

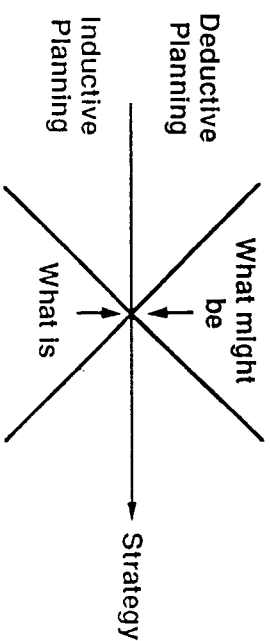


The Transition State is very different from the current or future states, and requires:

- ◆ Different principles, goals and strategies
- ◆ Different processes, systems and structures
- ◆ Different capabilities

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## Basic Planning Model

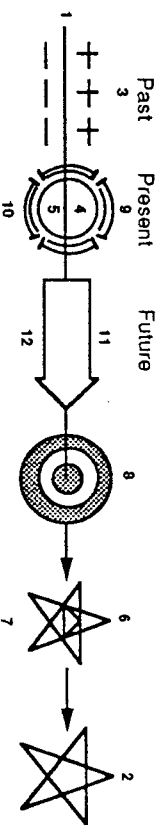


To be successful, any strategy must:

- ◆ address both what is going on and what might be
- ◆ be an integration of both inductive and deductive planning

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## An Inductive Planning Framework

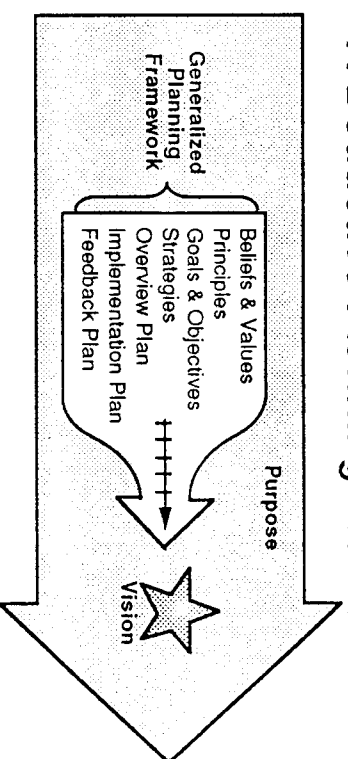


This framework can enable:

- ◆ a common and systemic view of the whole situation
- ◆ learning from experience
- ◆ identification of high leverage variables
- ◆ breakthrough improvement initiatives
- ◆ simultaneous progress on multiple initiatives

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## A Deductive Planning Framework



This framework can enable:

- ◆ shifting paradigms/limiting to empowering beliefs
- ◆ complete thinking
- ◆ mutual understanding, alignment and commitment among all key stakeholders
- ◆ management by principle

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