

QUICK GUIDE TO SIMPLIFYING CHANGE

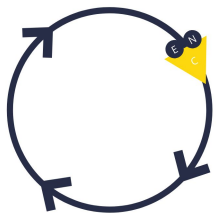
Three Interactions

There are three interactions, or *phases*, we have with change:

- Engage
- Navigate
- Adopt



The interactions and relationships found in both engagement and navigation steers the change itself.



While the behaviors and patterns of adoption, begin to create the environment for continuous cycles of change becoming a fluid, living interaction between all actors involved.

Three Relationships

There are three “exchange” relationships in each of the three interactions:

- People
- Capacity
- Information

We identified three interactions each person, team or department will encounter with change. We can also identify three relationships that drive the success of each interaction.

The three relationships of **people, capacity, and information** have varying levels of interactions with change.

Here is a brief checklist to help you build you think differently as you build your roadmap.

Engage	People	Capacity	Information
	Individuals	Skills	Access Readily Available
	Teams	Culture	Open Communication Flow
	Leaders	Processes	

Navigate	People	Capacity	Information
	Leverage responses to change	Skills	Have a clearly defined mission
		Culture	Have a clearly defined endgame
		Processes	
		Utilize skills of available talent in new ways	

Adopt	People	Capacity	Information
	Behaviors being modeled	Sustainability	Internal communication
	Internal adoption (pendulum)		External communication