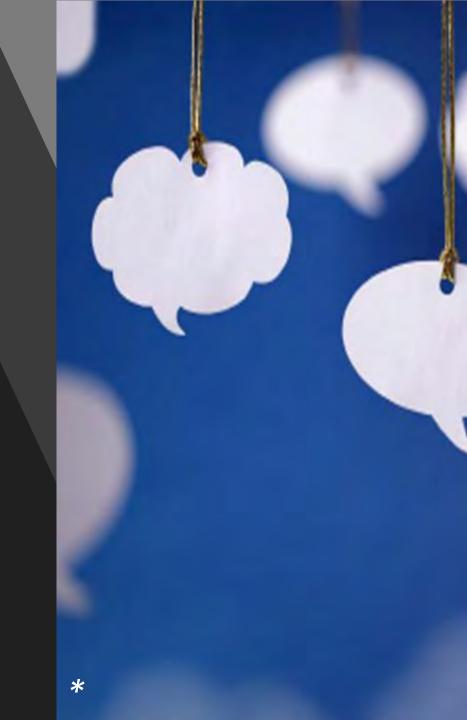




- Identify Threats
- Explore Opportunities
- *Have an Open Dialogue





- *Nominate Leaders
- Seek Commitment
- Promote Team Building





- Vision The Future
- Determine Change Values
- *Strategize for Change





- *Communicate Clearly
- Address Concerns
- Lead by Example





- Overcome Obstacles
- Change Systems Challenging the Vision
- *Find Change Agents





- *Choose Sure-Fire Projects
- Reward Change Agents
- Celebrate Successes





- Find the Change with Vision
- *Reinvigorate The Process
- Develop Employees with Vision





- *Integrate the Change Into Culture
- Talk About Change
- Include Change In Leadership
 Development

