EVERYDAY LEADER
Prepared for adventure

Knoster's model of Complex Change

Vision	Skills	Incentives	Resources	Action Plan	=	CHANGE

Vision
- What is the 'why' of the change?
- What will the change look like?
- How does the 'new' fit our overall vision?

Skills
- What skills do people need?
- Do they have them?
- Do they think they have them?

Incentives
- What is the win for them?
- What works for different people?

Resources
- What things will they need to do this well?
- What time will they need to do this well?

Action Plan
- What is the timescale?
- Who is doing what?
- What are the review points?

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Knoster's model of Complex Change
What am I seeing? What is needed?

	Skills	Incentives	Resources	Action Plan	=	Confusion
Vision		Incentives	Resources	Action Plan	=	Anxiety
Vision	Skills		Resources	Action Plan	=	Resistance
Vision	Skills	Incentives		Action Plan	=	Frustration
Vision	Skills	Incentives	Resources		=	Treadmill
Vision	Skills	Incentives	Resources	Action Plan	=	CHANGE