

# Navigating & Leading Change

## 5 Components for Successful Change

Vision

The WHY to prevent *confusion*



Skills

Knowledge, skills, and abilities required to accomplish the change and prevent *anxiety*



Incentives

Intrinsic and extrinsic perks, improvements, advantages, and wins to prevent *resistance*



Resources

Tools and time to prevent *frustration*



Action Plan

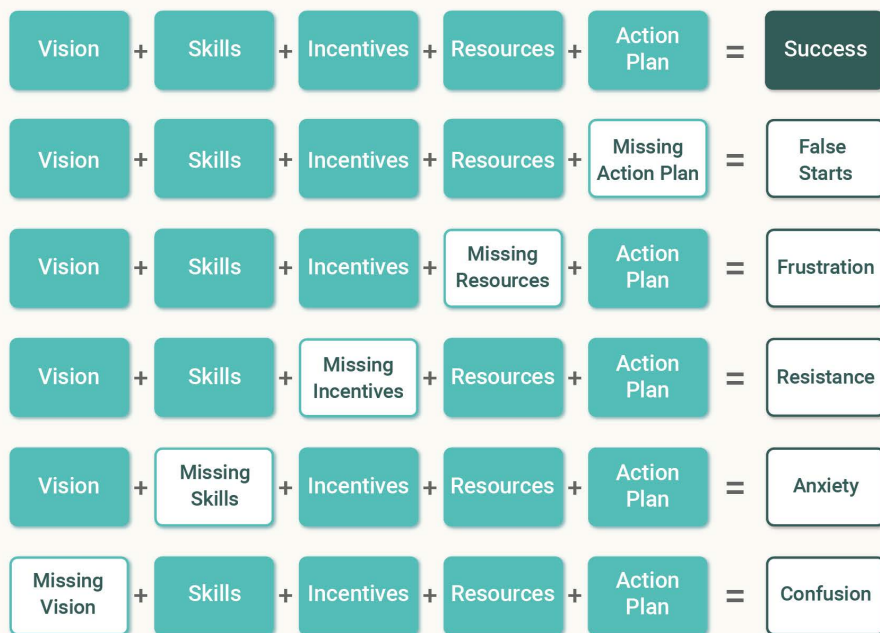
Clear direction and a road map to prevent *false starts*



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## Leading Complex Change

A simple yet powerful tool to connect symptoms with the elements of change. Quite often leaders sense what is wrong, but do not understand how to resolve or determine the root of the problem. If any change element is missing, there is a high risk of the change failing.



Knoster Model for Managing Complex Change  
Adapted from Knoster, T (1991) Presentation in TASH Conference. Washington D.C.



## Quick Tips for Leaders