

CHANGE & DEVELOPMENT

1. START SMALL.
2. RESISTANCE IS OK. ← THEY WILL JOIN
3. WORK WITH PEOPLE WHO ARE READY.
4. CREATE DISSONANCE (using examples & evidence).
5. CHANGES SHOULD BE SUSTAINABLE.
6. BE SYSTEMATIC & CONSISTENT.
7. CELEBRATE ACHIEVEMENTS.
8. DISCUSS CHALLENGES.
9. YOU WILL NEED A PLAN. BUT IT'S OK TO CHA^NGE IT.
10. TEAM IS YOUR POWER.

11. HOW TO MEASURE CHANGES & DEVELOPMENT?

- LOOK AT EVIDENCE (Lesso obs/ins)	
- LOOK AT DYNAMICS	interviews learning walks
- OBSERVE SUSTAINABILITY	