

# 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 CHANGE IT.
10. TEAM IS YOUR POWER.
11. HOW TO MEASURE CHANGES & DEVELOPMENT?
  - LOOK AT EVIDENCE (Lessons learned, interviews, learning walks)
  - LOOK AT DYNAMICS
  - OBSERVE SUSTAINABILITY