

Building Upon Success

LEADING CHANGE WORKSHEET

1. As you consider the 7-S model, which aspects of your organization are helping the change you are trying to make? Are there ways that you can reinforce or even strengthen those forces?
2. As you consider the 7-s model, which aspects of your organization are hurting or hindering the change you are trying to make? Are there ways that you could neutralize or minimize those forces?
3. Considering the People Perspective, what reactions do you see in your organization to Permanent White Water and Change? How do you deal with the unproductive reactions? How do you leverage the people with positive reactions? Brainstorm additional strategies for both.
4. What has been your reaction to Permanent White Water? How can you exemplify and instill the four “Strategies for Leading” in yourself and your organization?