

# TREE OF CHANGE

# ACTIVITY

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**CREATIVITY** = The birth of new ideas

**INNOVATION** = Where ideas become real

**STRATEGY** = From many options, choosing one

**LEADERSHIP** = Redirecting to the new direction

**MANAGEMENT** = Structure for new direction  
(process)

**PERFORMANCE** = Pace of new direction  
(people)

**CULTURE** = Anchoring group behaviours to  
environment

## DEFINITIONS

Think of a change initiative your team has undertaken. In your process to go from the way things were to the way they need to be, where are you getting stuck?

'Do we need new ideas?'

'Do we need to refine ideas into possibilities?'

'Are we having trouble choosing one direction?'

'Do we know the direction, but are having trouble changing course?'

'Have we changed course, but lack the structure needed?'

'Are we in the right direction, but lack the output needed?'

'Have our group behaviours anchored us against this change?'

## STICKING POINT

Now that you have determined the primary sticking point within your process of change, identify the top three reasons this sticking point exists.

1.

2.

3.

## BARRIERS

In recognition of your barriers, create a new plan to overcome each barrier. Don't over complicate it. One solution per barrier. What will specifically address each challenge?

1.

2.

3.

## NEW PLAN

Now it is time to turn your plan into action steps. Be tactical and practical. What are the actions needed, who will do them, and when will you check in on progress?

1. What:

Who:

When:

2. What:

Who:

When:

3. What:

Who:

When:

## ACTION STEPS