

- Change
- DRIVE CHANGE
 - INSTALL CHANGE
 - EVANGELISE CHANGE
 - NURTURE CHANGE

attend to

- systems
- people

SIX RULES for CHANGE

~esther derby~


maintain a dynamic system in balance



CONGRUENCE 

↳ enables empathy

HONOR
WHAT IS VALUABLE ABOUT THE PAST & WHAT IS WORKING



people don't resist change. They resist **COERCION**




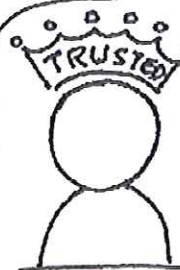
OBSERVE

CURRENT SYSTEM & SITUATION
ASSESS WHAT'S POSSIBLE



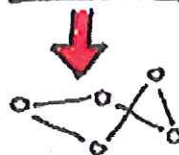
forces of equilibrium

look for patterns 



ASCERTAIN WHO IS TRUSTED WHO PEOPLE LOOK TO FOR ADVICE

don't rely on **HIERARCHIES**




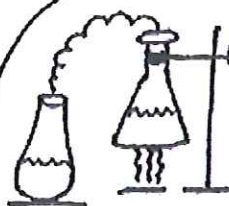
Weave them into your network



GUIDE THE CHANGE

BALANCE GLOBAL PRINCIPLES WITH LOCAL NEEDS

work by **iterate** 
successive approximations
 ADJUST AS YOU GO! >>>



DESIGN EXPERIMENTS IN COLLABORATION WITH PEOPLE INVOLVED IN CHANGE



small changes

MEASURE > EVALUATE > ADJUST

tanmay vora @Aspire.com @tnvora