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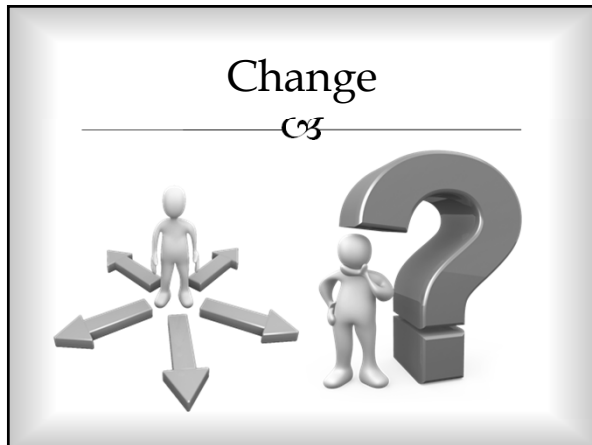
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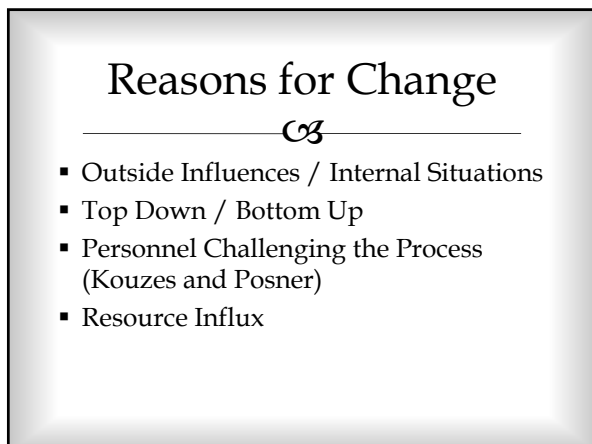
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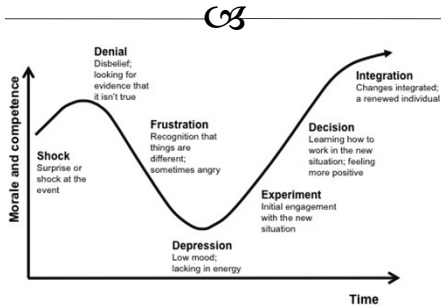
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## Kubler-Ross Change Curve



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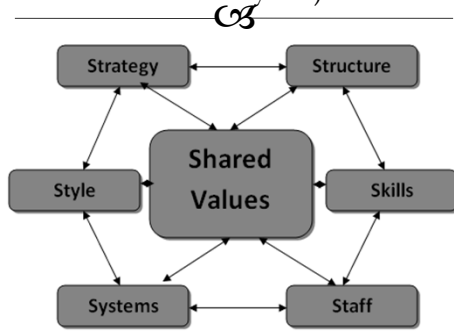
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## 7s Model of Change (Tom Peters and Robert Waterman of McKinsey Co.)



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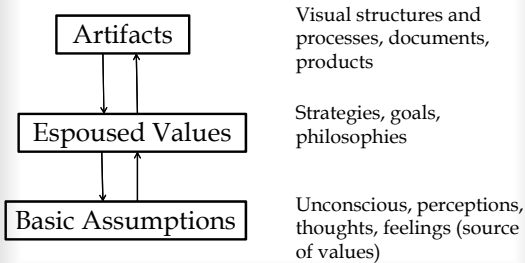
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## Schein - 3 Levels of Culture



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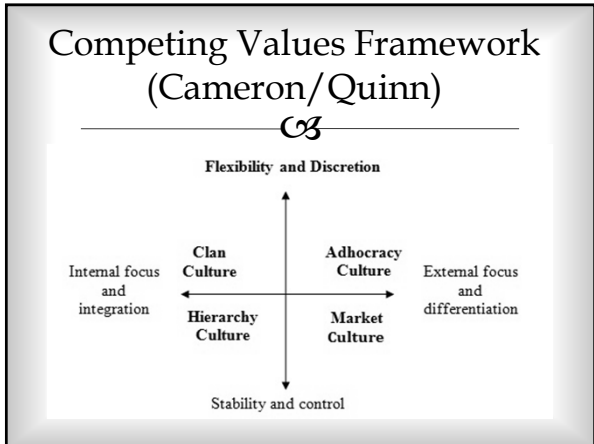
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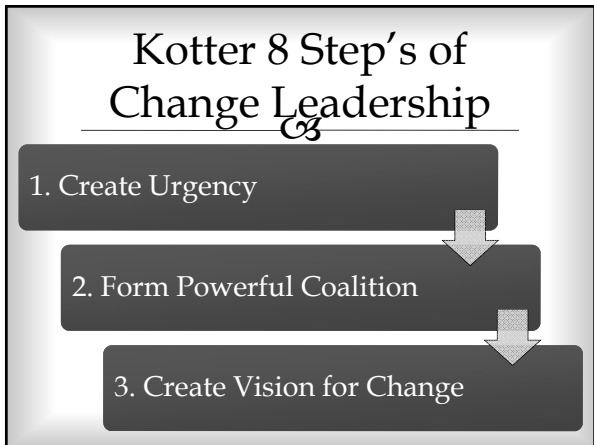
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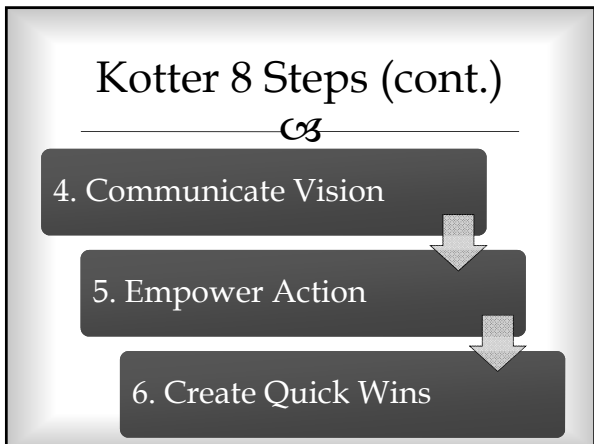
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### Kotter 8 Steps (cont.)

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7. Build on the Change

8. Make it Stick



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### Lewin's Change Theory

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UNFREEZE  
Create right environment

CHANGE  
Support change to desired state

REFREEZE  
Reinforce to anchor change



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### Sustained Change

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- Measured Goals at every level (SMART goals)
- Regularly held against mission (organizational and departmental)



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## References



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