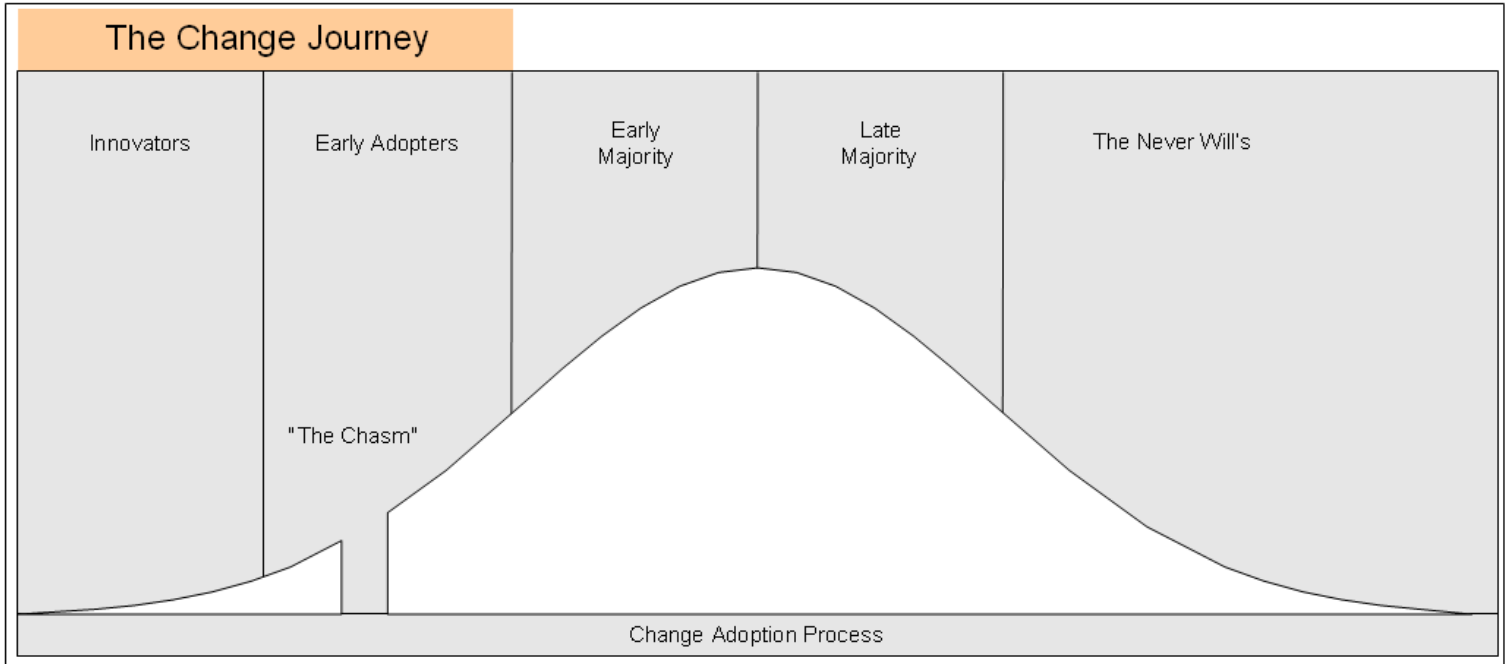
Positive Positioning'



DEFINING AND REFINING THE CHANGE VISION	CONTROLLING AND DEFINING CHANGE PROCESSES	DETAILED & SPECIFIC IMPLEMENTATION WORK	BACK TO WORK - MANAGING AND INTEGRATION
❑ Checking Readiness ❑ Building Executive Commitment ❑ Coaching Senior Exec's for Change ❑ Identifying Enablers and Blockers ❑ Channeling Direction ❑ Profiling & Assessing Change Managers	❑ Big Programme Initiation ❑ Project Management & Control ❑ Steering Committee ❑ Consultant Expert Teams ❑ Company Change Teams ❑ Defining Processes ❑ Early Wins, Easy Fruit	❑ Detailed Project Mgt & Control ❑ Consultants Verifiers and Police ❑ Functional Team Programmes ❑ Company Teams In Detailed Implementation Control ❑ Cross Reference Checking ❑ Harder Stuff, Consultants don't Have All the Answers	❑ Project Teams Disbanded ❑ Key Figures Move or Leave ❑ Overtaken by New Idea's ❑ Hard or Missing Bits ❑ Money Dried up Consultants leave ❑ Lack of Interest ❑ Benefits Hard to Realise
EMOTIONAL STATE	**EMOTIONAL STATE**	**EMOTIONAL STATE**	**EMOTIONAL STATE**
❑ Childlike ❑ Enthusiastic ❑ Chaotic ❑ Expansive ❑ Opinionated	❑ Parent and Adult ❑ Controlled ❑ Directive ❑ Forceful ❑ Received Submissively	❑ Rebellious Child ❑ The Majority Fights Back ❑ Political Manoeuvering ❑ Resentment against Change Agents	❑ Adapted Child ❑ Apathetic ❑ Abandonment ❑ Disillusionment

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