

## The Elements of Making Complex Change

Each of these five elements is necessary for making complex change, such as implementation of the STAR Project: **Vision + Knowledge & Skills + Incentives + Resources + Action Plan**. If even just one element is missing in the equation, the following negative consequences may occur:

**Vision + Knowledge & Skills + Incentives + Resources + Action Plan = successful complex change**

\_\_\_\_\_ + Knowledge & Skills + Incentives + Resources + Action Plan = **confusion**

Vision + \_\_\_\_\_ + Incentives + Resources + Action Plan = **anxiety**

Vision + Knowledge & Skills + \_\_\_\_\_ + Resources + Action Plan = **gradual change**

Vision + Knowledge & Skills + Incentives + \_\_\_\_\_ + Action Plan = **frustration**

Vision + Knowledge & Skills + Incentives + Resources + \_\_\_\_\_ = **false start**

Source: The Managing Complex Change model was copyrighted by Dr. Mary Lippitt, founder and president of Enterprise Management, Ltd., 1987.