

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.