

10 Step Process for Instituting Lasting Change

1. **Build trust.** ↓

2. **Create unified spearhead team.** ↓

3. **Establish a pressing need for the change to be implemented.** ↓

4. **Formulate a clear unifying vision.** ↓

5. **Build and implement a specific doable strategy.** ↓

6. **Share vision often.** ↓

7. **Enable and equip all shareholders to implement change effort as top priority.** ↓

8. **Create and recognize improvement, big and small.** ↓

9. **Deepen change making sure all systems, policies and training promotes the change.** ↓

10. **Create systems to open communication, listening, reviewing, and adjusting.**