

# 7 P's of Change

## **1. Provocation: (Look Out! What was that?)**

Who noticed something is not quite right and what did they notice?  
What has changed around us? (in your external or internal environment)  
It is time to pay attention and not be complacent

## **2. Past: (Look Back! Have you seen this before?)**

Does the provocation feel familiar? (Let's review our past and respect it and learn from it)  
What can we learn from our past peaks and valleys?  
How can we let go of our past? (Not live in it...Just have the memories)

## **3. Present: (Look in the Mirror! What do we see?)**

What are our current realities? (Analyze our Symptoms vs. Causes; Summarize with SWOT)  
What do we need to do to survive in the short run?  
Who should we ask to be on a Leadership Team? (Current credible leaders that represent)

## **4. Picture: (Look Forward! What could we look like?)**

What is our preferred future? (our potential)  
Where do we want to go? What does our destination brochure look like? (Becoming)

## **5. Prepare: (Look for a Map! What's our Plan?)**

What's our business case for change?  
What's our itinerary?  
What do we need to bring? (Resources needed)  
What do we need to know or do? (Training/Development)  
Who should we notify/consult with?

## **6. Pull/Push: (Look where we are going!)**

Who is going to tell them why we can't do business as usual and what we can become and why?  
What will be our first steps? What are the rest of our instructions according to "MapQuest?"  
What are we learning along the way? (AARs) How will we use what we learn?  
How will we deal with the awkwardness of transitions?  
Anything we need to fix? (Problem Solving)  
How will we celebrate progress (Appreciations) How will we stay on track? (Accountability)

## **7. Promised Land: (Look at what we have Become!)**

We need a new picture ID (Our new identity)  
Let's consolidate the various pieces into the bigger picture of the puzzle  
Let's re-assess again to check if we made it and to make future plans  
Has Change become the new normal? (It's a journey not a destination)