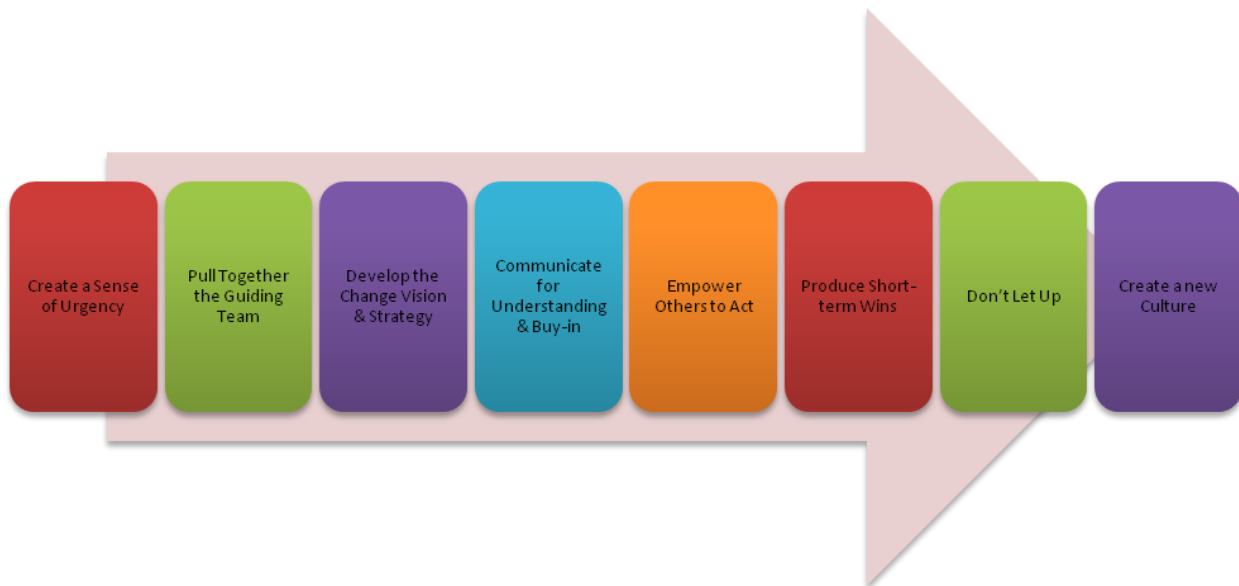


## THE EIGHT STEP PROCESS OF SUCCESSFUL CHANGE



## IS YOUR ICEBERG MELTING?

- What is your iceberg?
- Is it melting?
- Are there fissures or caves?
- What do you see?
- Who in your organization is willing to step up to the challenge?
- Do you have enough scouts?
- Are there No No's controlling the outcomes?
- Are you most concerned with catching fish today or planning for what may come tomorrow?
- Do you have visible examples of the case for change?
- Is there a clear and simple message about the future and what it may look like that is understood by all?
- Which one of you is willing to swim ahead?

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