

# Managing Complex Change

Vision + Skills + Incentives + Resources + Action Plan = CHANGE

Skills + Incentives + Resources + Action Plan = CONFUSION

Vision + Incentives + Resources + Action Plan = ANXIETY

Vision + Skills + Resources + Action Plan = RESISTANCE

Vision + Skills + Incentives + Action Plan = FRUSTRATION

Vision + Skills + Incentives + Resources = TREADMILL



By **InVision Development International**

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