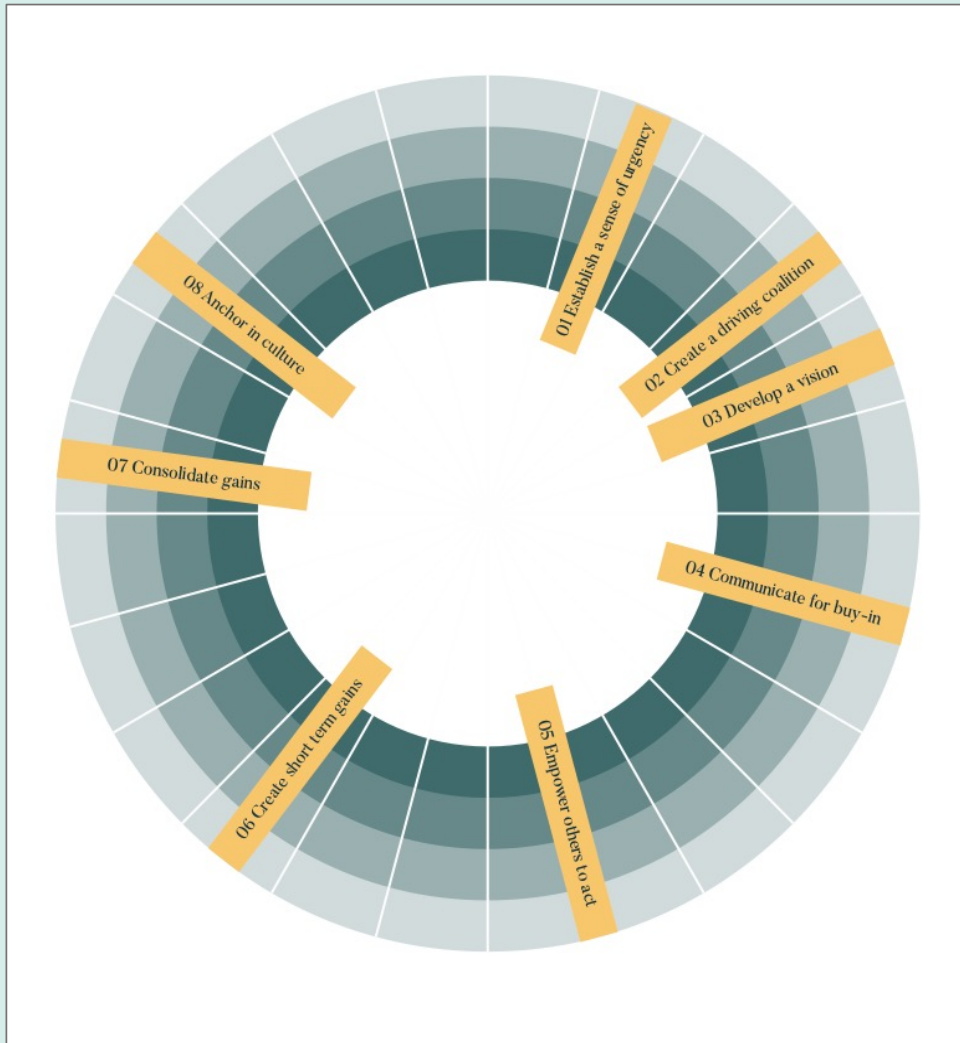


# Kotter: 8 Steps of Change



**Sense of Urgency:** Do your stakeholders think the project is needed?

**Driving Coalition:** Do your stakeholders think the project is in good hands?

**Develop the vision:** Do your stakeholders think the vision for the project is inspiring?

**Communicate the vision:** Are your stakeholders backing the project?

**Empowering others:** Do your stakeholders think the project is feasible?

**Short Term gains:** Do your stakeholders see positive results from this project?

**Consolidate gains:** Is the project still on the radar with your stakeholders?

**Anchor in culture:** Is the project anchored in the day-to-day activities?