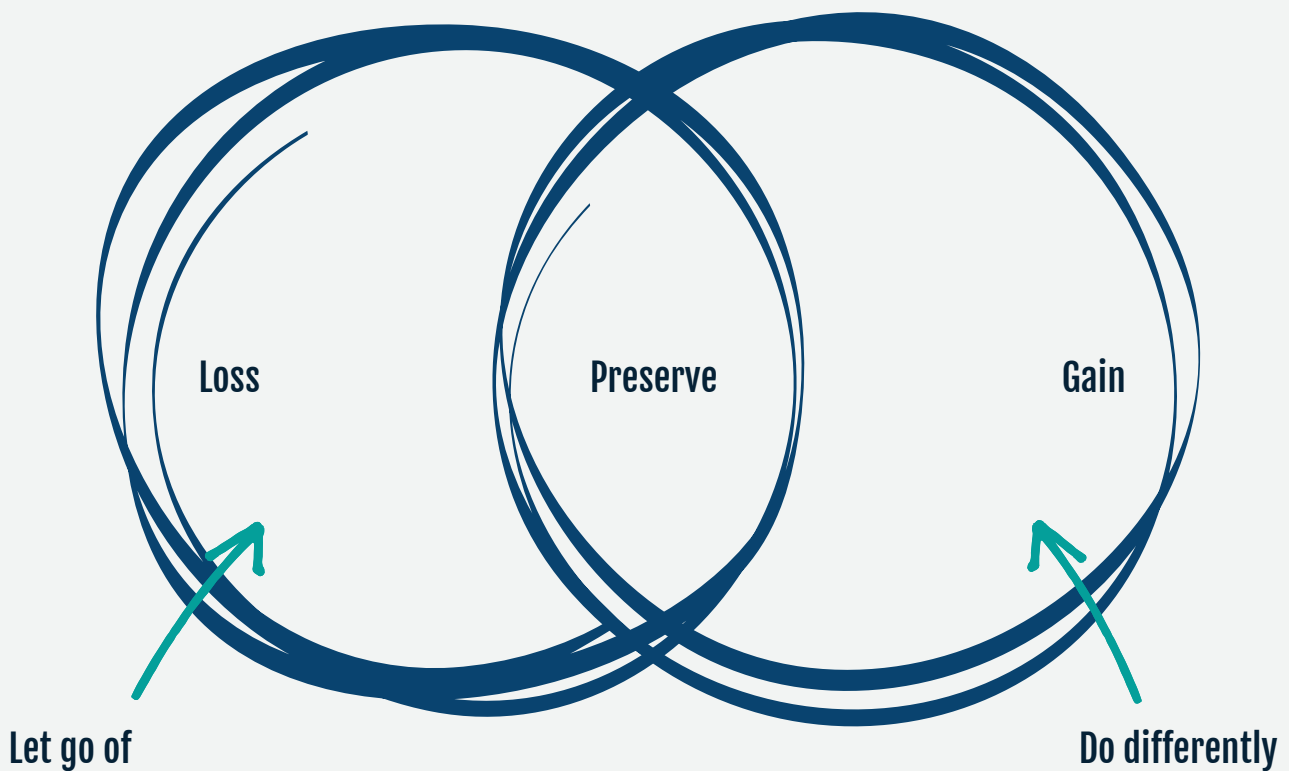


# ADAPTIVE CHANGE

This tool helps you to identify the adaptation require to achieve a desired change. Even in positive change, we find that we gain new things, some things remain the same, and we must let go of some things. If we can be aware of these, we can navigate change more skillfully to enable progress.





# ADAPTIVE CHANGE

*Before using this tool, you may need to create a stakeholder map first. See Stakeholder Mapping tool in the Leadership Toolkit.*

## INSTRUCTIONS

1. Write down the change that is occurring and what group or stakeholder perspective you want to take when you look at the change.
2. Draw two large circles that overlap by about a third, see page one for the visual of this tool.
3. In the relevant spaces note:
  - What will continue as normal, this is your 'preserve' section.
  - What will need to be let go of in order to make progress, this is your 'loss' section. Identify what loss will occur for the people who are impacted by the change required.
  - What gain will occur for the people impacted by the change.
4. Now you might like to consider the change from multiple perspectives, including your own.

**When you are aware of the the gains and losses, you can better understand the impact of change and the genuine fears or concerns that may arise for people. This allows you to practice leadership more skilfully to mobilise people and make progress.**

## YOU MAY LIKE TO CONSIDER

- What are likely barriers to change?
- Can aspects be improved to enable progress?
- What are peoples likely to responses to this change?
- What is required to support progress?
- What leadership is required of me to mobilise people for this change?