







| | Current State | Future State | Key Beneficial Differences |
|------------------------------------------------------|---------------|--------------|----------------------------|
| The nature of change you're working to create / lead | | | |

| | Sponsor / Executive | Practitioner |
|-------------------------------------|---------------------|--------------|
| Identify your critical stakeholders | | |

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| Influence-Trust. Where do you believe you need to focus your attention? |  |  |
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| ADKAR. Where is your stakeholder, and what needs attention here? |  |  |
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| PSTIR. What can you select to have the influence that will work best? |  |  |
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| Rider. Elephant. Path Which element could you apply or influence? |  |  |
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| One best action. Of everything above, what will you add to your immediate action list? | | |
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