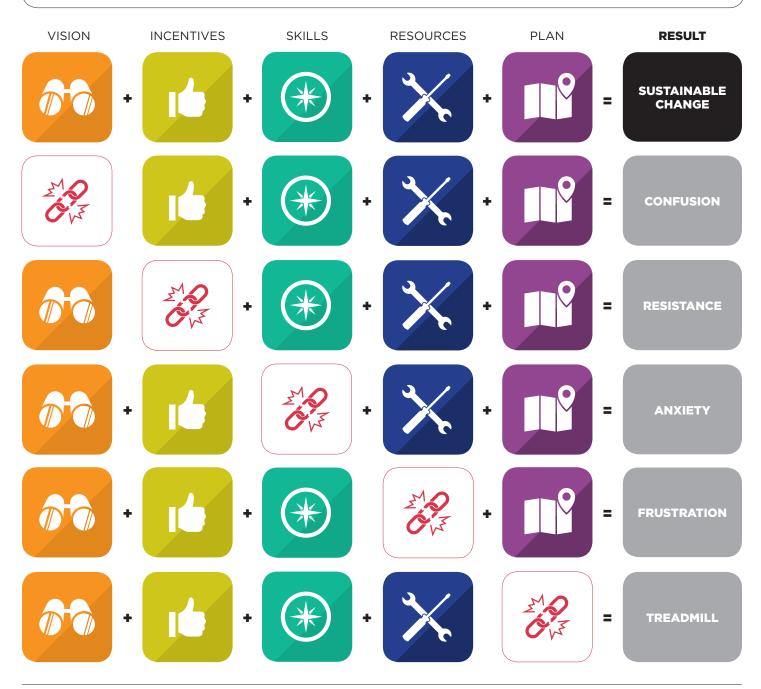
Ingredients for Sustainable Change

Sustainable change requires five key ingredients. Projects falter in predictable ways when any one ingredient is missing.

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Vision:	"What are we doing and why?" to combat confusion.	
Incentives:	Reasons, perks, advantages to combat resistance. Incentives also increase buy-in, which prevents sabotage (conscious or not).	
Skills:	The skill sets needed to combat anxiety.	
Resources:	Tools and time needed to combat frustration.	
Plan:	Provides direction to eliminate the treadmill effect. The plan needs to include specific, actionable first steps to prevent false starts, as well as an assessment plan to combat skepticism.	



Sources:

Knoster, T., Villa, R., and Thousand, J. (2000). A framework for thinking about systems change. In R. Villa and J. Thousands (Eds.) Restructuring for caring and effective education: Piecing the puzzle together (2nd edition). Baltimore: Paul H. Brookes.

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