

DISCOVER WORKSHOP
CHANGE LEVER

The Change Lever is a simple way to map any organizational change. The Change Lever works like a real mechanical lever. There is a load that can be lifted if the right amount of force is applied to the lever. The amount of force depends on where the fulcrum is positioned.



- 1** Think about the change you want to create. Describe the current state. Your starting point is where your organization is right now.
- 2** Now, think about where you want to go. What does that "future state" look like? How big or small is this change—i.e. how heavy is the load?
- 3** When you look at the distance from "current state" to "future state," is this a long distance or a short one? What types of barriers might you encounter along the way?
- 4** Consider your organization's capacity for change. This is represented by the fulcrum. Does your organization readily adapt to new ideas and ways of working, or is it entrenched and difficult to shift? The more adaptive an organization is, the less force is needed, and companies can move larger loads longer distances. Entrenched organizations will require greater "force" or should be moved in smaller increments or population sizes.
- 5** Now consider what it will take to move the organization you have described from where it is to where you want it to go. This is represented by the force on the lever. What strategies and tactics can you design to activate the lever?

<p>1 Current State</p>	<p>2 Future State</p>	<p>3 Barriers</p>
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