

# Change Acceleration Emotional Map

## Education: What is Project?

- Who is here?
- Why are we here?
- "Bounding the Project"
- Info giving/Info shaping

Spin-offs into other parts of organization/other areas?

Keep a "Mental Picture" of "Desired State": The future looks like this....

Who? What? How?

Why should I or anyone care?

Mobilizing Commitment

Monitoring Progress

Changing Systems & Structures

Need info

"Re-contracting"

Seeking "Clarity"  
"Feel good" process?

Making Change Last  
How long should it last?  
Why are you still "hounding me"?

FORMING

STORMING

NORMING

If we make this a success/work what will we upset in status quo?

PERFORMING

No one knows what is happening here

Agitation and Frustration  
Diverging needs/different perspectives

Feels fragmented/"busy"  
Need to keep track of "pieces"  
(Confusion is ok: part of "knowledge phase")

Help Team "let go"  
Continuous Improvement/Reassessments  
Goals/Roles/Process/Interpersonal Relationships