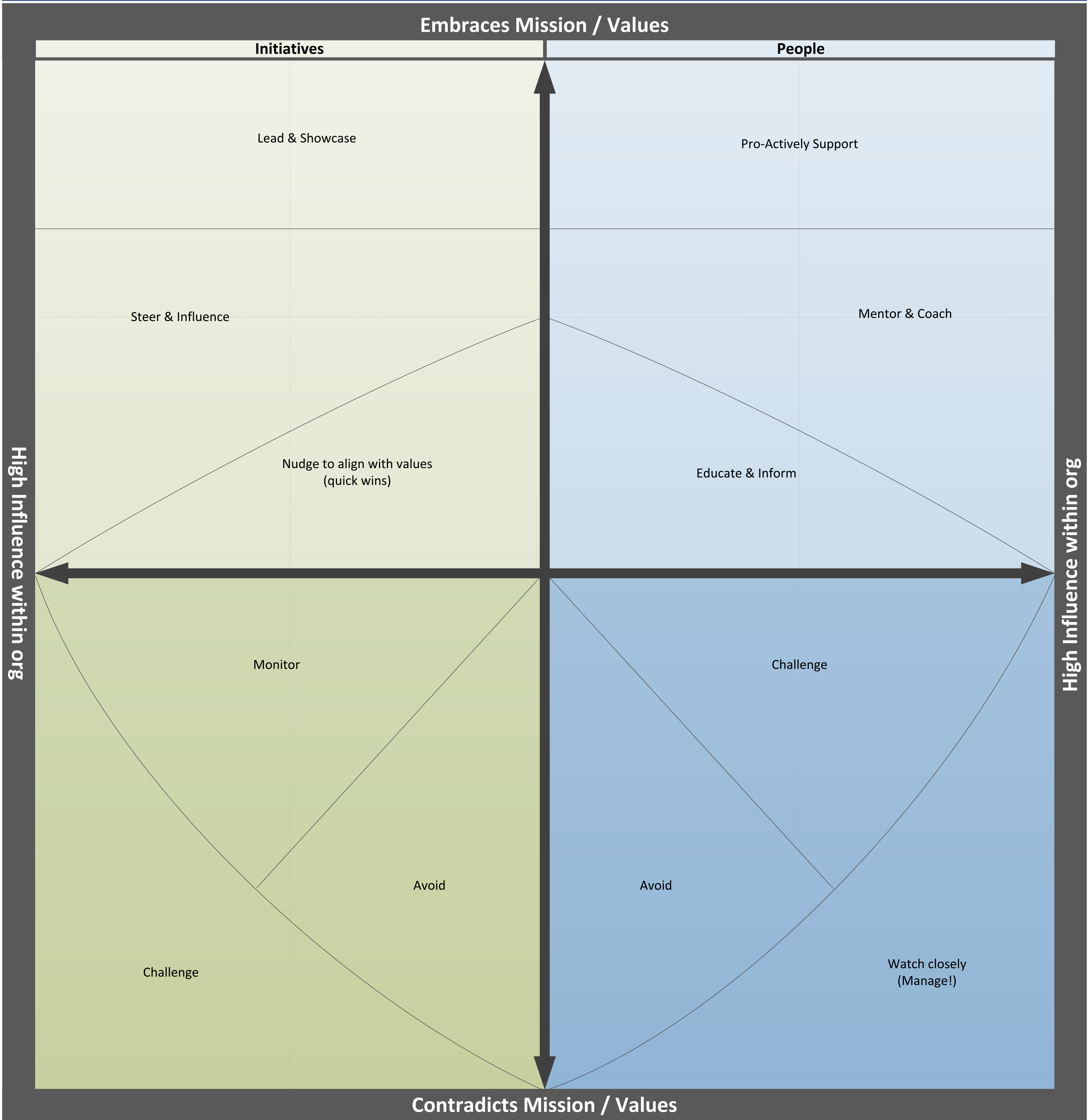


Client:

KERS Change Model

Date:



Alignment with mission

Pro-actively blocks mission			Not interested / Unsupportive			Not aligned – but may be persuaded			Neutral		Slightly aligned			Supportive – but hampered / blocked			Advocate – fully engaged			
-10	-9	-8	-7	-6	-5	-4	-3	-2	-1	0	1	2	3	4	5	6	7	8	9	10

Influence within the Org

None	Little Influence – Listened to but usually ignored			Some Ad-hoc Influence			Moderate Influence – Feeds into decisions			High Influence – Drives Strategy	
0	1	2	3	4	5	6	7	8	9	10	

Engagement

We Value... ... over ...	We will get the client to a place where they have... Speed: <input type="text"/> Paced <input type="text"/> Improved <input type="text"/> Rapid <input type="text"/> Other: <input type="text"/> Structured: <input type="text"/> Tactical <input type="text"/> Optimised <input type="text"/> Repeatable <input type="text"/> Other: <input type="text"/> Scalability: <input type="text"/> Throw-away <input type="text"/> Predictable <input type="text"/> Large Scale <input type="text"/> Other: <input type="text"/> Change Maturity: <input type="text"/> Story <input type="text"/> Feature <input type="text"/> Project <input type="text"/> Programme Product Dept. Org. <input type="text"/> Engagement: <input type="text"/> Alignment <input type="text"/> Efficiencies <input type="text"/> Delivery <input type="text"/> Operation <input type="text"/> Other: <input type="text"/>	Our Mission Is... <div style="text-align: center; margin-top: 10px;"> </div>
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