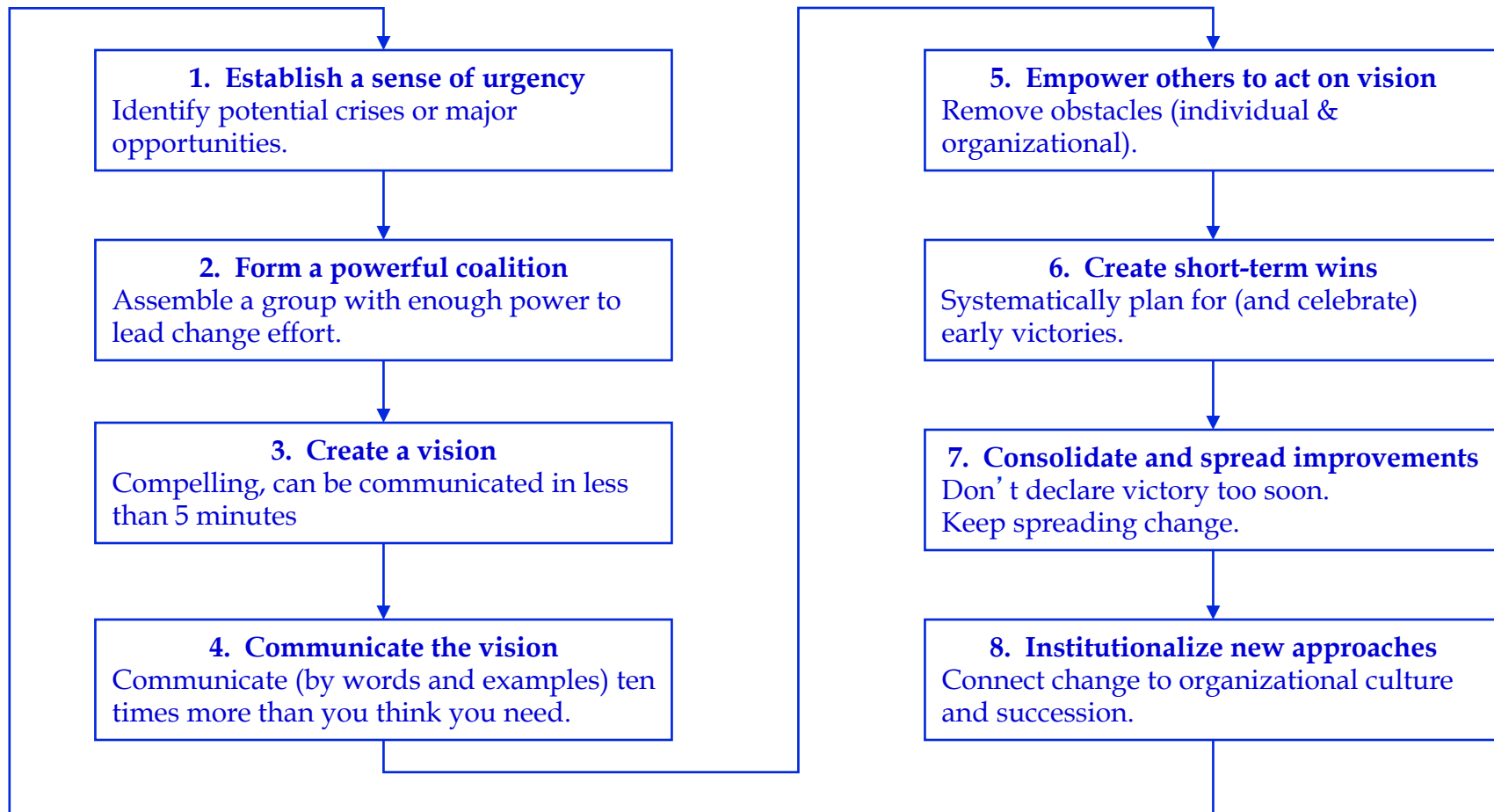


Eight steps for organizational change



Keys to organizational change (condensed version)

- Support from the powerful
- Participation of those affected
- Phased approach

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