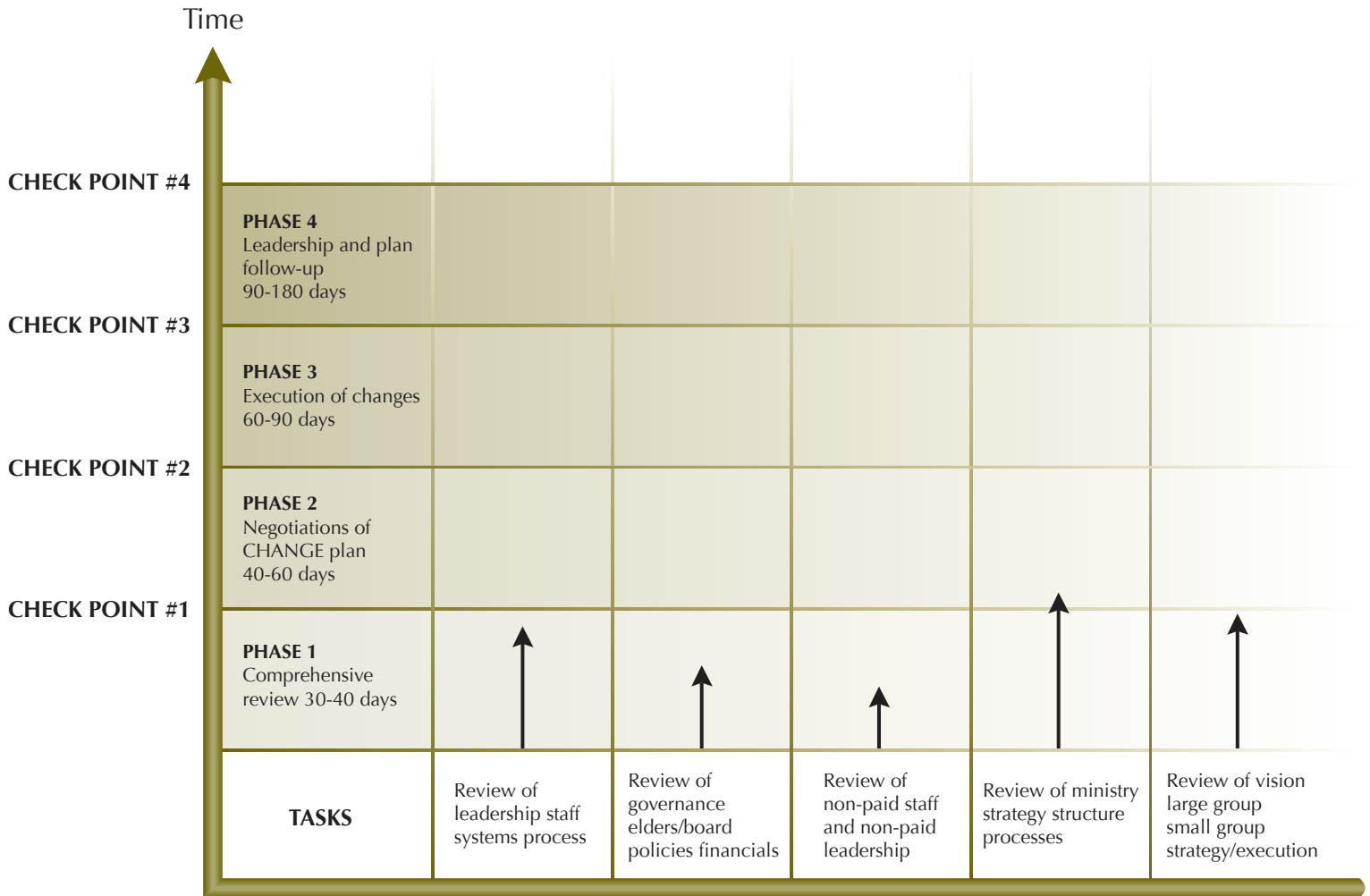


## CULTURE CHART



This chart helps CHANGEffect culture agents stay grounded in an overall strategy throughout the process of dealing with the complexity of various people, systems and processes. The key to its success is working all the task areas at the same time, but sequence them according to the priorities of the timeframe. These priorities will shift as time goes on, but approaching each checkpoint, all the functions must be close to the timeline. **This strategic approach allows for an integrated methodology but choice in sequencing.** We use this approach in almost every organization. The task items along the bottom of the chart can be altered as necessary depending on the specific challenges in each organization.