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Memorable Quote:

"Cherish your visions and your dreams as they are the children of your soul; the blue prints of your ultimate achievements."

Napoleon Hill

BRIGHT IDEAS — Plan for Success

Step Three: **EVOLVE**

An important step before implementation, which is often short-changed is preparing the affected participants and the organization for the changes that will occur.

Research indicates that during any improvement initiative, 20% of the workforce will be on board, 60% will be on the fence and 20% will never buy in. The purpose of this step is to make plans that will influence that 60% to come on board sooner rather than later.

A strong commitment from key constituents is needed to invest in the solution, make it work, and get the management attention needed and deserved.

A communication plan to gain support for change and overcome resistance to it is put in place, along with plans for implementation, a new project charter, and assigned resources needed to implement the solution.

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