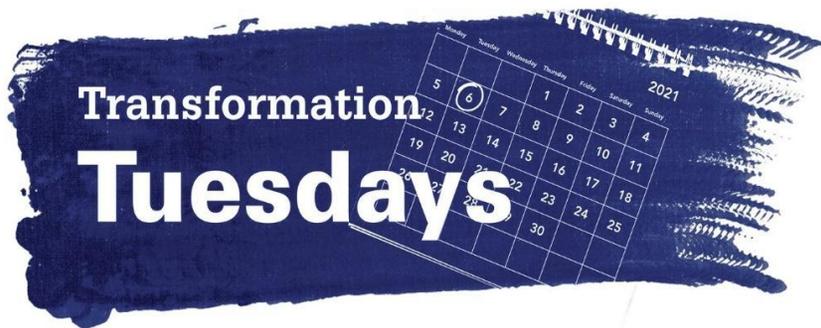


Transformation Tuesday Resource



Transformation Series 2021

SME Roundtable - June 22, 2021

[The Change Formula](https://nexus4change.com/blog4change/changeformula) - a formula for transformation

<https://nexus4change.com/blog4change/changeformula>



The Change Formula identifies that, in order to create transformational change, four factors are needed:

D - Dissatisfaction with the Status Quo, the motivation and desire for change, built on a common database.

V - Vision, an ennobling view of what the ideal future will look like: When our effort, organization, or community is at its best, what does that look like?

F - First Steps, concrete action steps taken in the short term that provide a clear pathway forward with opportunities we can pursue 'right now.'

S - Supports, the mechanisms that create the necessary momentum to ensure follow-through.

⇒ **in order to overcome:**

R - Resistance to Change, data points that give insight into what is challenging and scary for those undergoing the change.

$$D \times V \times F \times S > R$$

NOTE that the formula is **not** additive in nature – you have to multiply the factors D, V, F, and S – if just one of them is zero, resistance cannot be overcome.

As we walk through the session, consider tracking these elements. Ask these questions:

1. How can our transformation effort be seen through the Change Formula?
2. What factors are still missing?
3. What ideas will help/ shift/ support any of these variables? (Remember that not all resistance is “bad.”)

	D - Dissatisfaction (desire for change)	V - Vision (clear view of our best future)	F - First Steps (clear concrete actions now)	S - Supports (mechanisms for follow-through)	R - Resistance to Change
1. Reimagining Supports					
2. Partnerships					
3. The Business of Transformation					
Other factors and ideas					