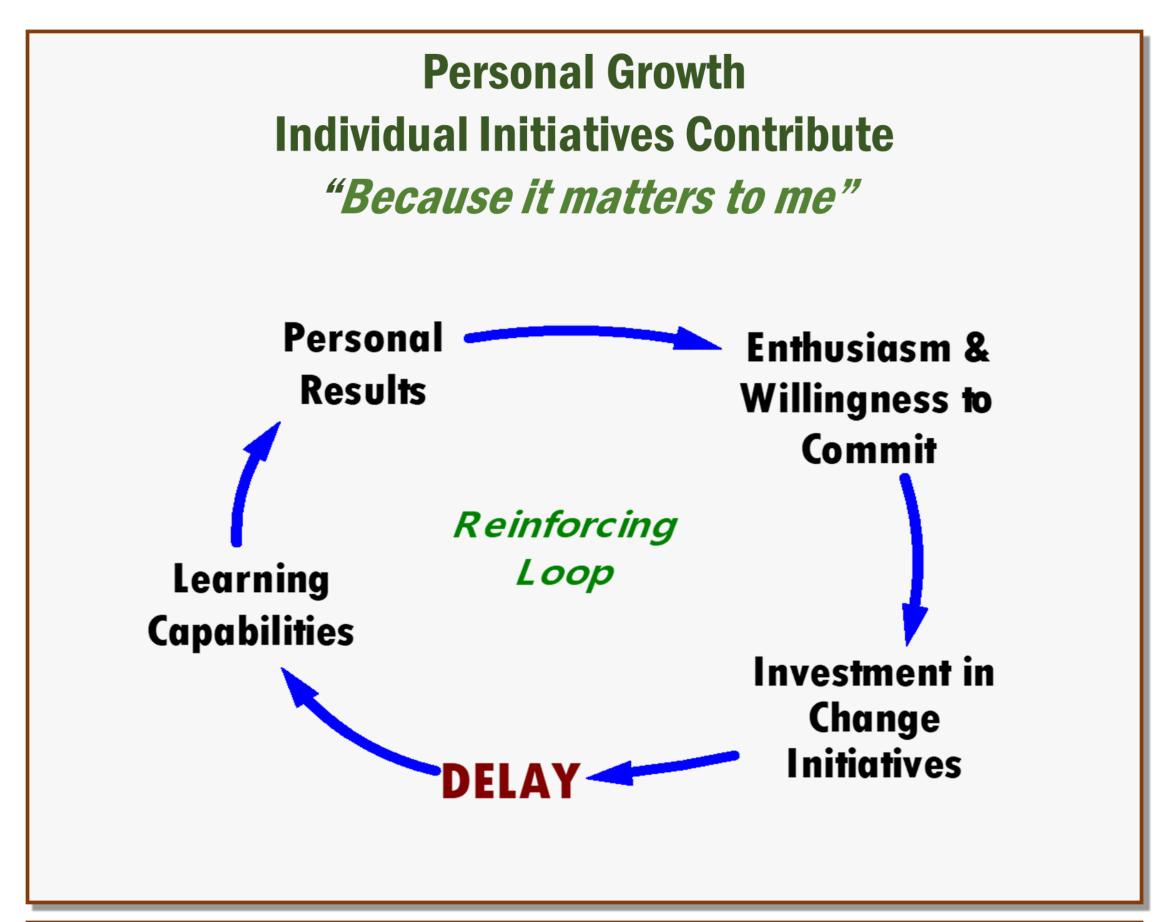
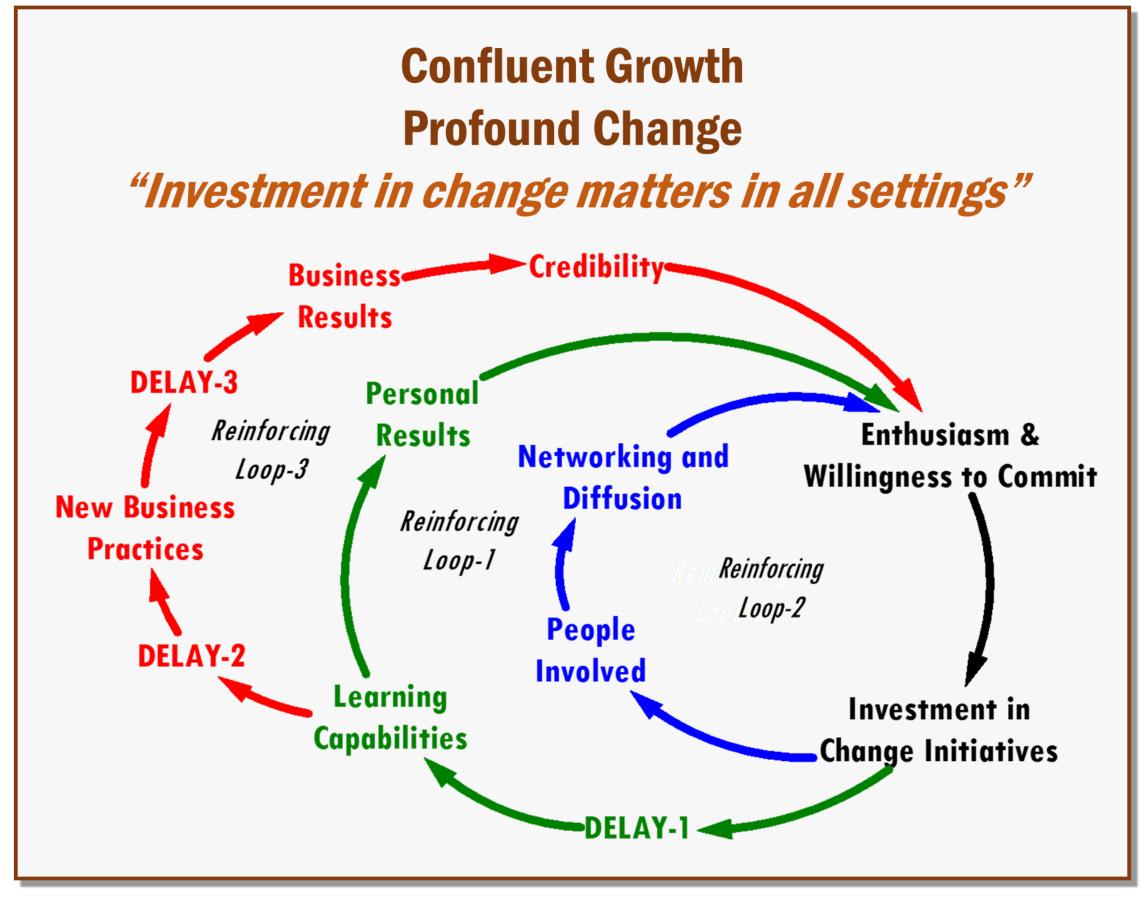
CONFLUENCE OF GROWTH PROCESSES





Organizational Growth Business Results "Because it outperforms our organization" **Business** Credibility • Results Enthusiasm & Willingness to **DELAY-c Commit** Reinforcing **New Business** Loop **Practices Investment in** Change **Initiatives DELAY-b** Learning **DELAY-a** Capabilities.



Investment in change initiatives leads to new learning capabilities and personal results (loop 1);

it also gets more people involved and aware through formal *and* informal networks (loop 2);

and eventually the learning capabilities generate new business practices, business results, and enhanced credibility (loop 3).

Each of these processes in turn increase individual and team willingness to commit to newer change initiatives, leading to further investment . . . and continually better performance.

ADAPTED 2005 by Usman A. Ghani from Source: Senge, Peter; Charlotte Roberts, et. al.; "The Dance of Change", New York, Doubleday, 1999. pp.42-57.