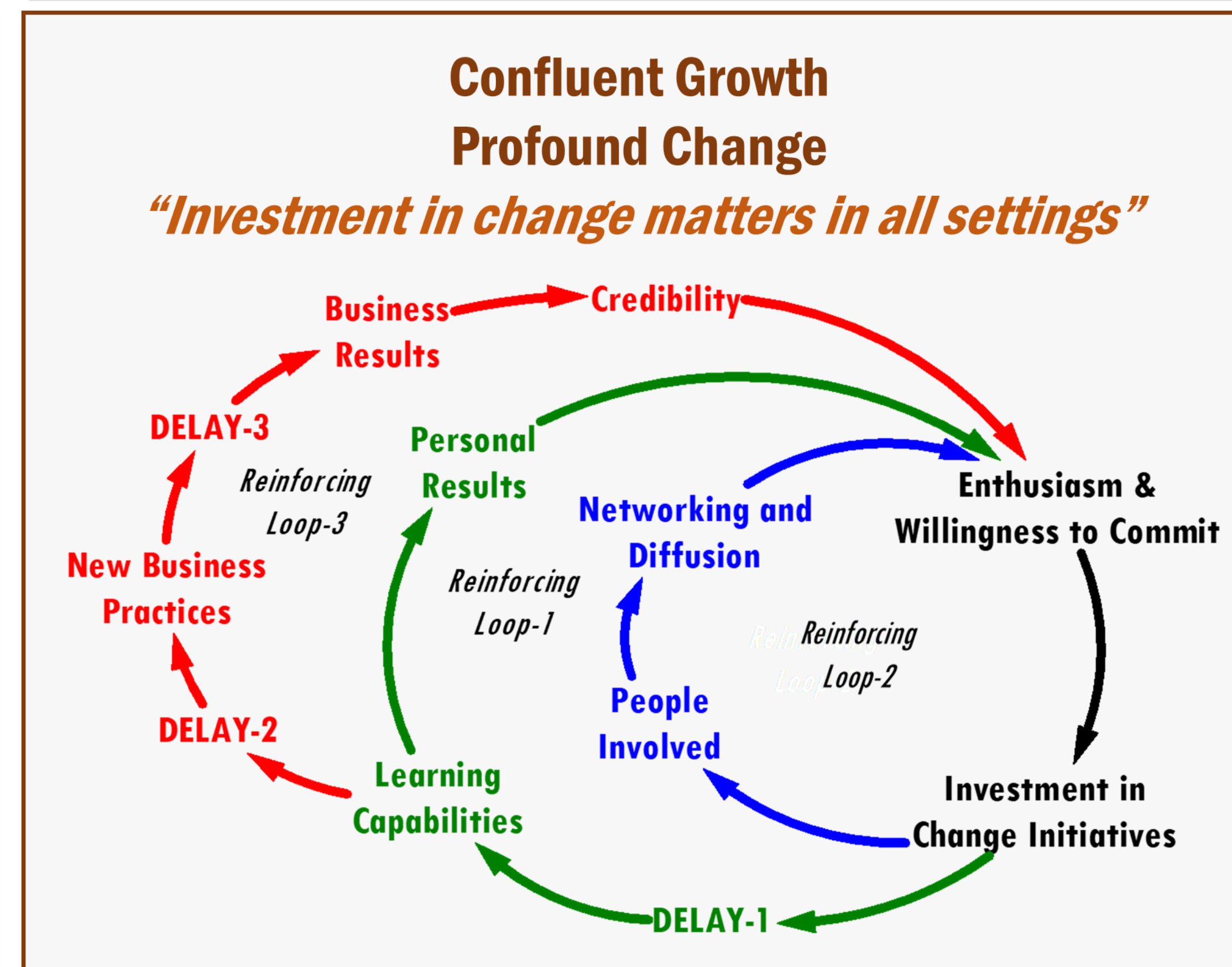
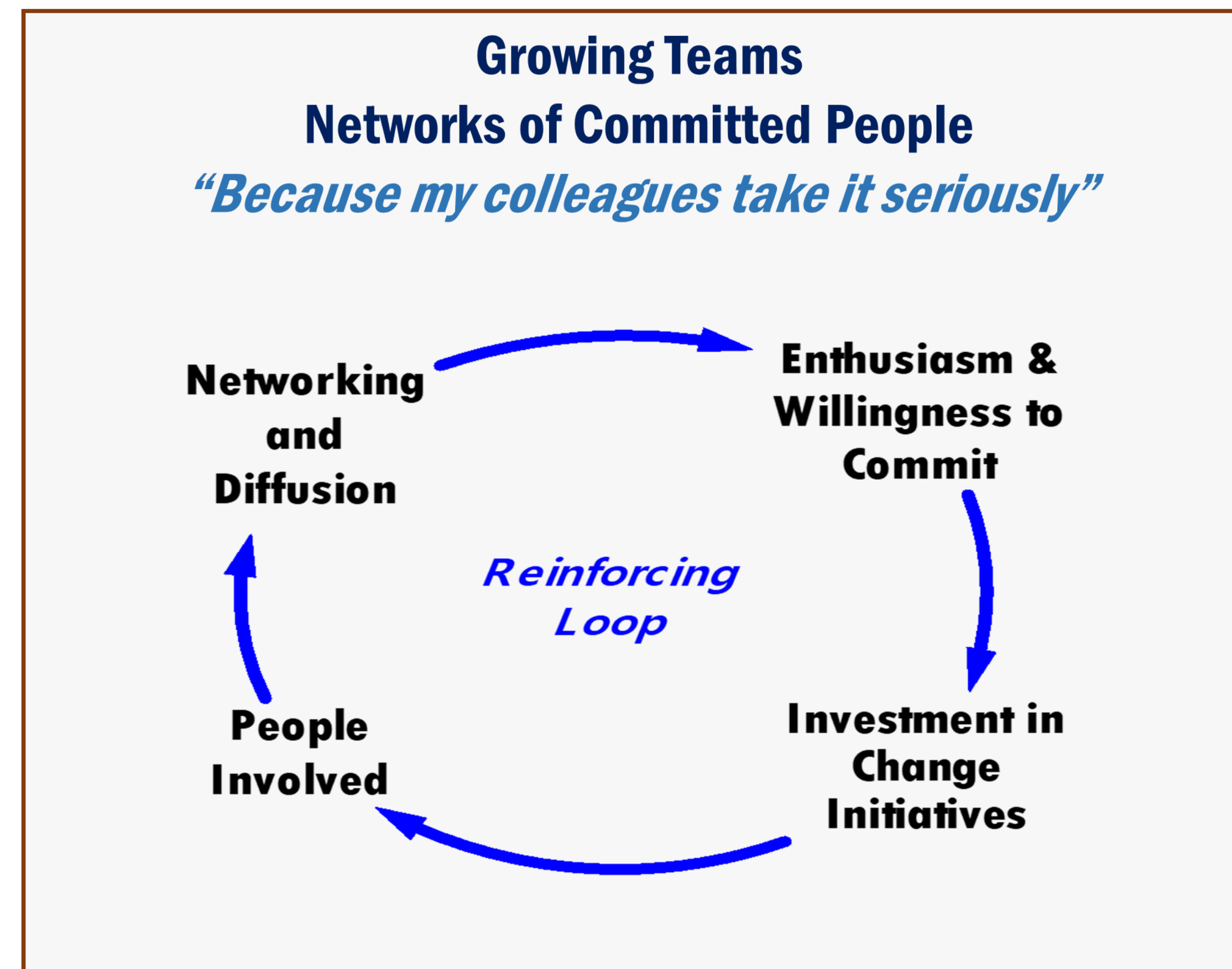
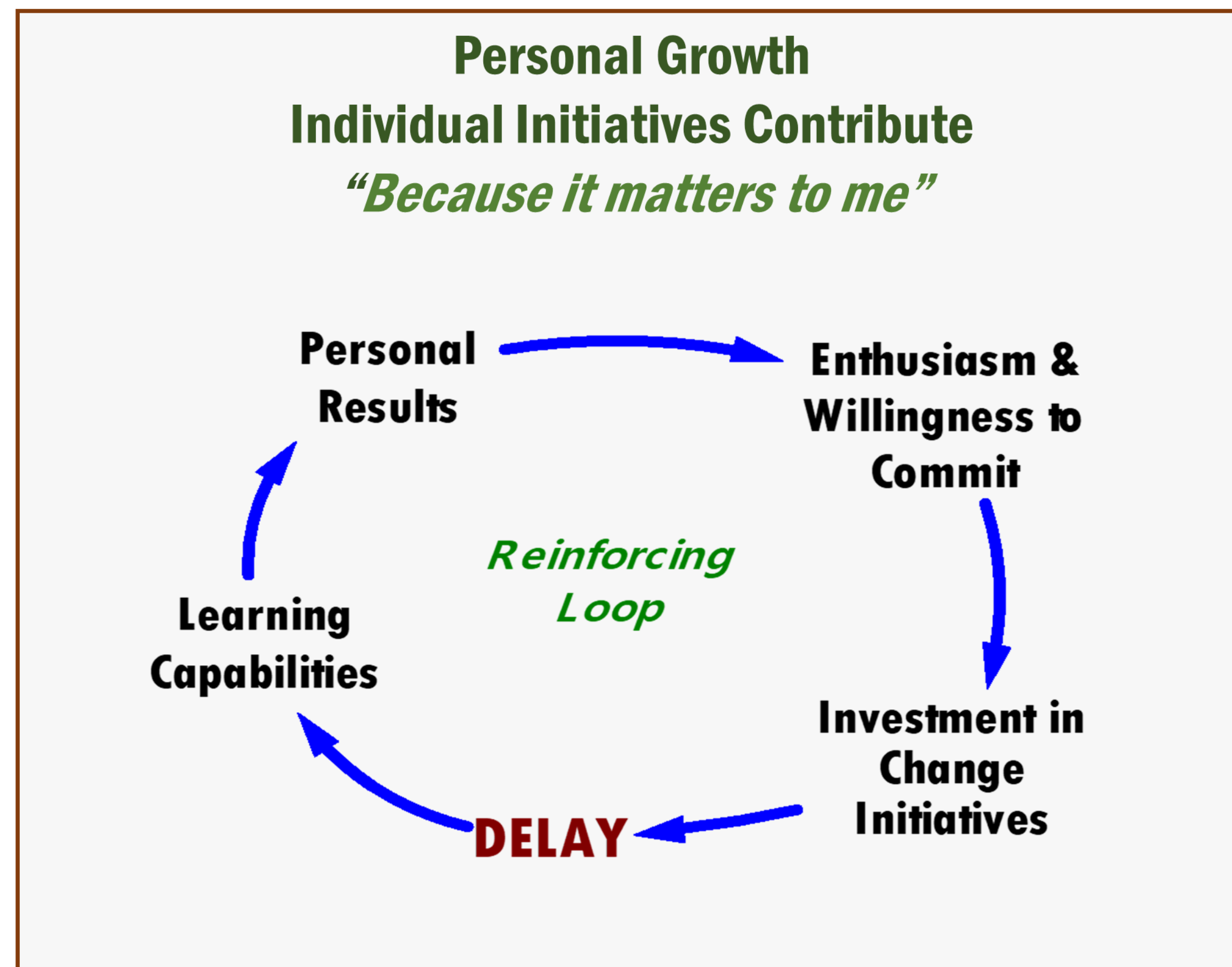


CONFLUENCE OF GROWTH PROCESSES



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.