

Change Puzzle

Dr. Peter Senge, a leading organizational researcher, identified the six essential elements that combine to bring about authentic change.

Here's the equation:

$$\text{TRUST} + \text{VISION} + \text{SKILLS} + \text{RESOURCES} + \text{RESULTS} + \text{ACTION PLAN} = \text{CHANGE}$$

Senge's change puzzle matrix cleverly illustrates how six critical elements combine to produce effective change within an organization, as illustrated on the top line of the matrix. However, leaving out one of the critical factors produces significantly different results as illustrated in the column on the right.

When one piece of the system is missing, the desired results are not achieved. For example, in the third row, when vision is missing, confusion is the result. In the last row, when an action plan is missing, there will be false starts as people try to find their way.

Change Puzzle Activity

Trust	+	Vision	+	Skills	+	Resources	+	Payoff	+	Action Plan	=	Change
Trust	+	Vision	+	Skills	+	Resources	+	Payoff	+	Action Plan	=	Sabotage
Trust	+	Vision	+	Skills	+	Resources	+	Payoff	+	Action Plan	=	Confusion
Trust	+	Vision	+	Skills	+	Resources	+	Payoff	+	Action Plan	=	Anxiety
Trust	+	Vision	+	Skills	+	Resources	+	Payoff	+	Action Plan	=	Anger
Trust	+	Vision	+	Skills	+	Resources	+	Payoff	+	Action Plan	=	Sporadic Change
Trust	+	Vision	+	Skills	+	Resources	+	Payoff	+	Action Plan	=	False Starts

Adapted from works by Dr. Peter Senge – <http://www.solonline.org>

SAS Puzzle Activity

Standards	+	Assessment	+	Curriculum Framework	+	Instruction	+	Materials & Resources	+	Safe & Supportive Schools	=	Student Achievement
Standards	+	Assessment	+	Curriculum Framework	+	Instruction	+	Materials & Resources	+	Safe & Supportive Schools	=	
Standards	+	Assessment	+	Curriculum Framework	+	Instruction	+	Materials & Resources	+	Safe & Supportive Schools	=	
Standards	+	Assessment	+	Curriculum Framework	+	Instruction	+	Materials & Resources	+	Safe & Supportive Schools	=	
Standards	+	Assessment	+	Curriculum Framework	+	Instruction	+	Materials & Resources	+	Safe & Supportive Schools	=	
Standards	+	Assessment	+	Curriculum Framework	+	Instruction	+	Materials & Resources	+	Safe & Supportive Schools	=	
Standards	+	Assessment	+	Curriculum Framework	+	Instruction	+	Materials & Resources	+	Safe & Supportive Schools	=	
Standards	+	Assessment	+	Curriculum Framework	+	Instruction	+	Materials & Resources	+	Safe & Supportive Schools	=	