

	KOTTER	LEWIN	SENGE
1	Create sense of necessity.	Unfreeze	
2	Put together a management team.		Thaw
3	Create a vision.		
4	Communicate the vision.		
5	Implement the changes and remove the obstacles.	Move	
6	Plan using small successes.		Preparation
7	Hang on!		
8	Anchoring the change.	Refreeze	Devouring

FIGURE 11.24  
Methods of change.