

Tool: Knoster Model for Managing Complex Change

A Framework for Change Management

Overview

The Knoster Model for Managing Complex Change is a useful framework to thinking about change management. According to Knoster, there are five elements required for effective change: vision, skills, incentives, resources and an action plan. If those leading change fail to put any one of these elements in place, then the change efforts will fail. This model can be a helpful way for planning as well as diagnosing what might be needed when plans go awry.

Model for Managing Complex Change



Adapted from Knoster, T. (1991) Presentation in TASH Conference, Washington, D.C. Adapted by Knoster from Enterprise Group, Ltd.