

Knoster Change Model Canvas

Name of initiative

Date:

Iteration:

Vision

What is/are the goal(s) and why does it matter?

Business	End user

Incentive

What's in it for everyone if we make the change?

Business	End user

Agreement

Do we have true consensus? How do/will we know?

Business	End user

Action plan

How do we make this happen?

Business	End user

Skills

What will we need to learn to do this well?

Business	End user

Resources

What is needed to make this happen?

Business	End user

About this canvas

The Knoster Model is a change management framework. Use this canvas to plan and communicate the goal(s) of the proposed changed.

Quick tips:

- Write only one vision for business and one for the athlete. The visions **MUST** align on the mutual benefit for both sides.
- Each category **MUST** have at least one card in both columns.
- Each category **SHOULD** have at least equal benefits for business and athletes.
- The canvas **MAY** have more benefits for the athlete than business.
- Ask the question – **What does this change ask business/coworkers to become?**
- Ask the question – **What does this change ask end users to become?**

Be on the look out for: common reactions/emotions/feelings that may occur when a piece of the plan is missing, weak, or incomplete. Recognizing the reaction when sharing your plan will help you identify shortcomings in the overall plan.



Confusion or uncertainty



Resistance or push back



Sabotage or disagreement



Treadmill or false starts



Anxiety or concern



Frustration or annoyance