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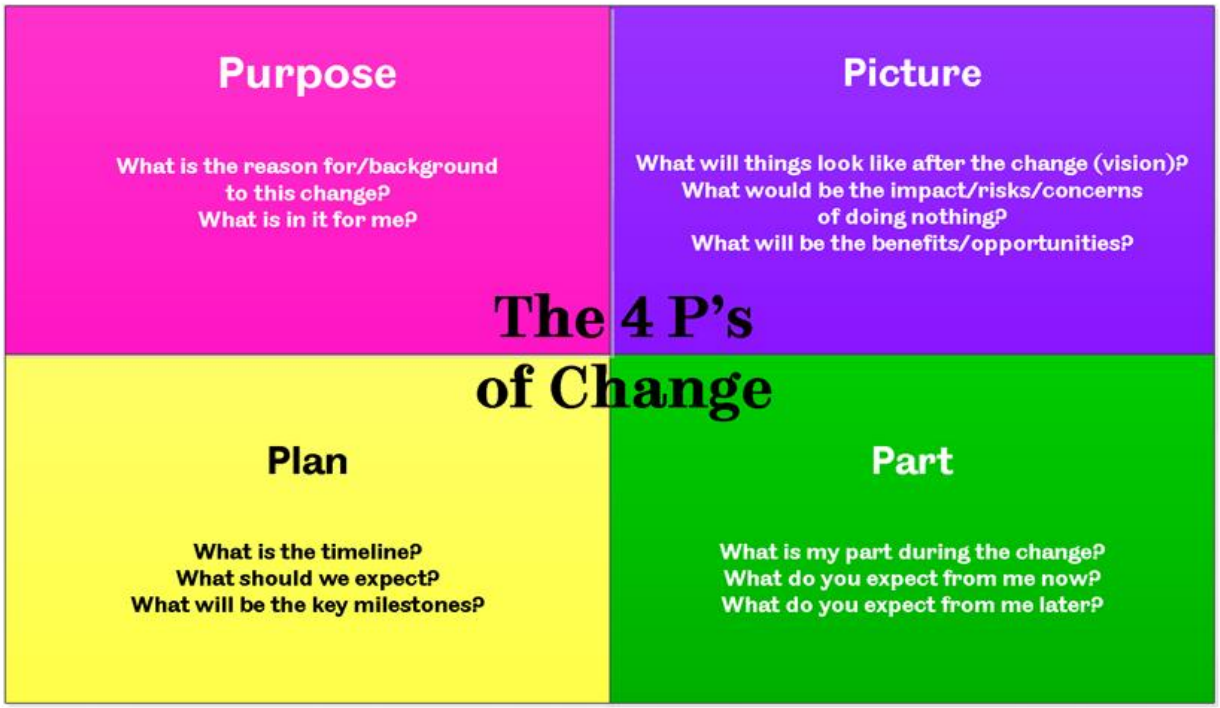
Developing the Vison for Change

Whatever the nature of the change, it's likely that you will need to win the '**hearts and minds**' of others to make change happen. Develop the vision for the change by starting to formulate the answers to questions people are likely to ask, one way of doing this is with the below balanced scorecard approach below, based on the **4 P's of Change** :