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"From/ To"—Describing the Change You're Trying to Create

1. From/To

Just to get started, jot down a few thoughts below in regard to what you're moving "from" and what you're trying to move "to."

Moving From	Moving To

2. Describe the change you're trying to create

Look back at the "moving to" column, above, and describe—in a phrase or two, below—the change you're trying to create.

Locating "Found Pilots"—Initial Changes Already Moving in the Direction You Want to Go

Found pilot: _____
What I can learn from it or how I can use it: _____
Key allies: _____

The change I'm trying to create:

_____

Found pilot: _____
What I can learn from it or how I can use it: _____
Key allies: _____

Found pilot: _____
What I can learn from it or how I can use it: _____
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Definition: A "found pilot" already displays some aspect or element of the change you're trying to make. A found pilot can be:

▶ A fragmentary piece of a **desired new behavior**

▶ A fragmentary piece of the **infrastructure, support or mechanism** for the behavior

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Stakeholder Map: Driving Strategy Change

**State the Change
You Are Trying
to Create:**

**Found Pilots
for your change:**

- **#1:**
- **#2:**
- **#3:**

List of Stakeholders	Stakeholder's Interest in Your Change Project (For/Against)	Stakeholder's Influence (+/-)	"Pull" Strategies