

The Drivers of Sustained Change

Change Capacity That Lasts

**You organization is growing.
How will you ensure that it can sustain this growth?**

Change, especially when arising from growth, can be hard to sustain. Without ongoing attention from leaders, the benefits of change often diminish over time. So what can you, as a leader, do to support and sustain change in your organization?

"It's working like a well-oiled machine" is a compliment because it recognizes that the smooth functioning of a mechanical system cannot be assumed. The many intricate components of a car's engine, interconnected and working together, enable it to do its job and propel the car forward.

A problem in one component can affect the operation of other parts, potentially preventing the engine from doing its job, bringing the car to a halt.

This delicate balance provides a metaphor for the **RCA Drivers of Sustained Change**, our framework that identifies five interconnected elements that drive the creation and sustainability of change in organizations.



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ADAPTIVE LEADERSHIP

Are leaders attuned to progress and trends, allowing them to adjust and evolve the work as needed?



HYBRID MASTERY

Are leaders and staff effectively working and collaborating in a hybrid work environment?



EFFECTIVE TEAMS

Do teams have shared results, joint accountability, trust, and healthy ways of managing conflict?



**DRIVERS OF
SUSTAINED
CHANGE**



EMPOWERING CULTURE

Does the workplace culture create an equitable and inclusive environment in which people feel a sense of belonging?



CAPABLE PEOPLE

Do the people doing the work have the needed skills and experience, attitudes and values, and willingness and motivation?

