



Stage 1: The Search for Opportunity

- B1: Assessing the Environment
- B2: Sensing People's Needs
- B3: Challenging the Status Quo

Stage 2: Formulating a Shared Vision

- B4: Formulating a Shared Vision
- B5: Articulating the Vision

Stage 3: Devising Means to Achieve the Vision

- B6: Taking personal Risks
- B7: Unconventional Behavior
- B8: Motivating and Inspiring Others
- B9: Encouraging Collaboration and Participation
- B10: Developing Leaders