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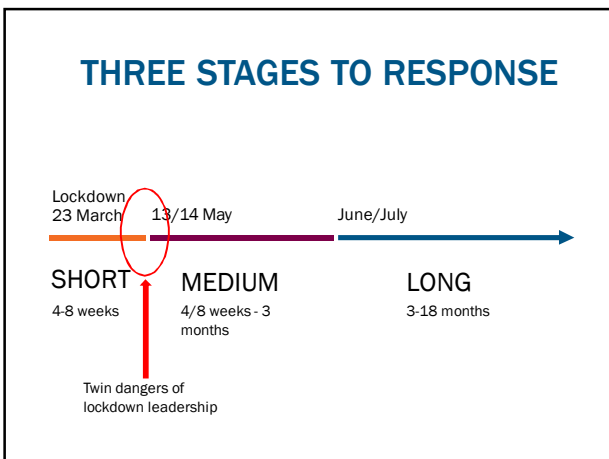
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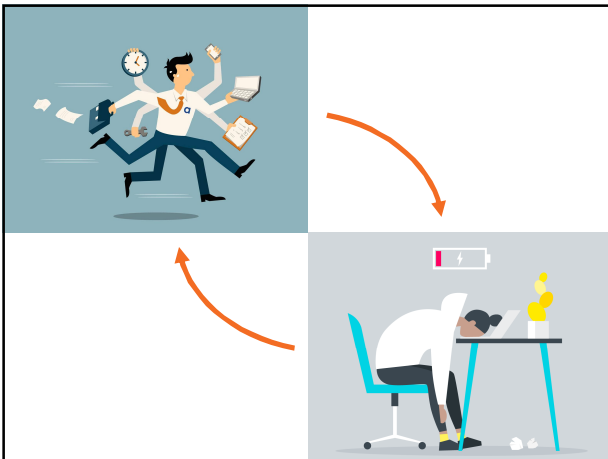
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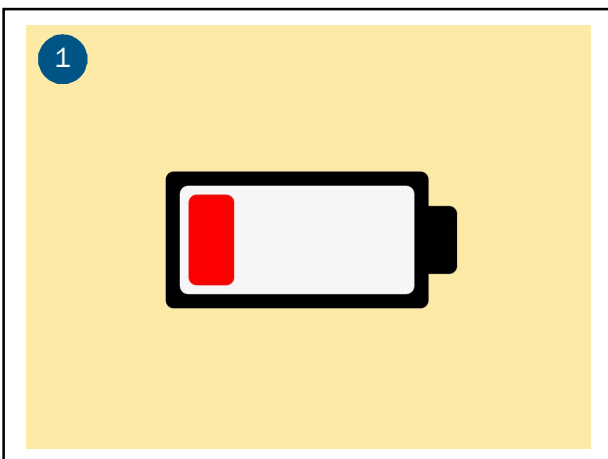
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**TECHNICAL CHANGE**

- A-B
- Problem to fix
- One clear solution
- Can create a plan

**ADAPTIVE CHANGE**

- A to many possible Bs
- Puzzle
- Multiple solutions
- Emergent

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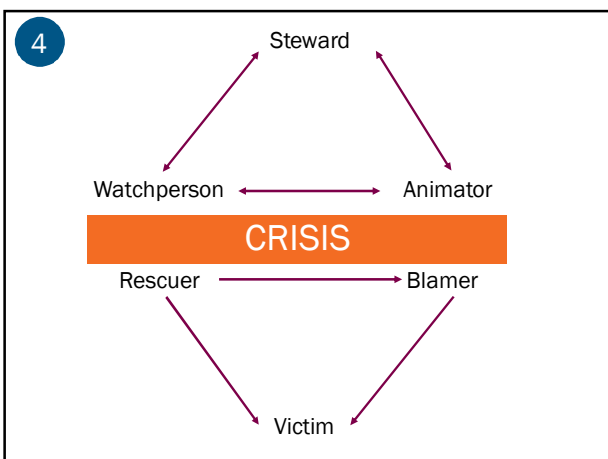
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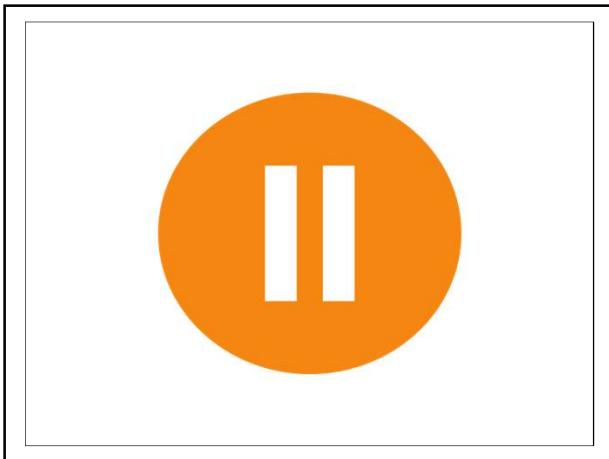
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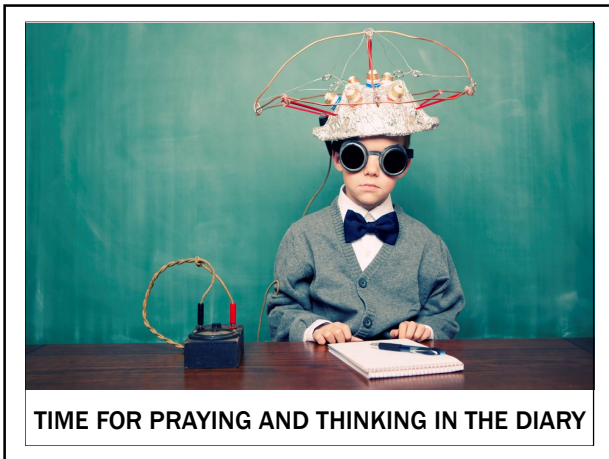
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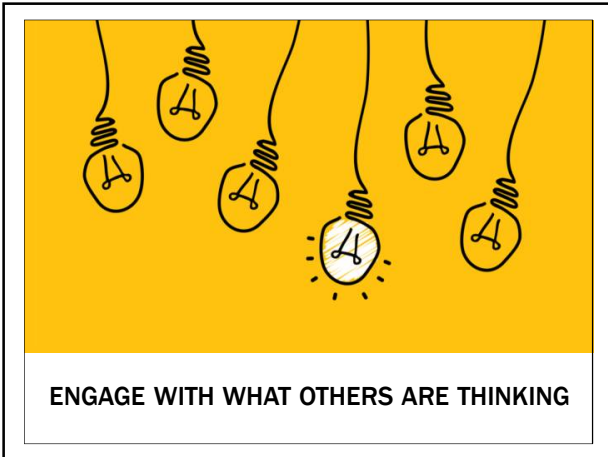
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‘Leadership is both active and reflective. One has to alternate between participating and observing.’  
Ron Heifitz

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