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| Welcome to Lakeland Wonders |  | Speaker 1 |
| A case Study in Change Management by Leon, Gard, Erin and Christy | **\*** | Speaker 1 |
| Cheryl Hallstrom is the new CEO. She’s nearing her 6 month Anniversary and things weren’t on track with her new vision |  | Speaker 1 |
| It’s only 6:30 and this place seems deserted!  Another thing that’s going to have to change! | **\*** | Speaker 2 |
| I’m sure Mark has no intention of moving quickly on my vision either. | **\*** | Speaker 2 |
| That would be  Kotter – Error 1 – Not Establishing a great enough sense of urgency.  Kotter – Error 2 – Not creating a powerful enough guiding coalition | **\*** | Leon |
| Why doesn’t my expansive vision seem to be taking hold? | **\*** | Speaker 2 |
| That would be  Kotter – Error 3 – Lacking a vision.  Kotter – Error 4 – Undercommunicating the vision by a factor of ten | **\*** | Leon |
| This report is just not going to cut it, Mark | **\*** | Speaker 2 |
| We just can’t hop on a plane to China.  My bigger concern is the union. | **\*** | Speaker 3 |
| Again we see evidence of  Kotter – Error 1 – Not Establishing a great enough sense of urgency.  Kotter – Error 2 – Not creating a powerful enough guiding coalition. | **\*** | Leon |