

VOPS Impact

Once you've identified your Key Transitions

It is important to identify the VOPS impact of each Key Transition. All four styles respond to crisis, change and transition differently. Some are more suited to the desired change while others may be more suited to what has been. By taking the time to understand the strengths and weakness of each style relative to the needed change, you can fully tap into the strengths while preventing the weaknesses from derailing a successful transition.

With your leadership team, use the following worksheet to identify the strengths and weaknesses of each style with respect to the key transition at hand. Repeat this process for each Key Transition your organization faces.

VOPS Impact Worksheet

Key Transition			
Visionary	Operator	Processor	Synergist
<i>Strengths</i>	<i>Strengths</i>	<i>Strengths</i>	<i>Strengths</i>
<i>Weaknesses</i>	<i>Weaknesses</i>	<i>Weaknesses</i>	<i>Weaknesses</i>
Action Items			
1	2	3	