Understanding the CASH Flow in Your KASH Box to Build Sustainable, Life Long CHANGE

LOGIC Self	Learning is Knowledge.	Performance is Applied Knowledge.	EMOTIONAL Self
Most people & organizations spend their energies both in time & money in developing the left half of the **KASH BOX.**	**K** Knowledge	**A** Attitudes	Much of the performance failures such as poor productivity or terminations are due to weaknesses in the right half of the **KASH BOX**.
	S Skills	**H** Habits	
Externalization	**The Sustainable Change Drawer**		**Internalization**
TRANSITION	**CRITICAL Self – The Knowing/Doing Gap**		**TRANSFORMATION**

THE CHALLENGES

1. The first challenge is to understand the nature of the **KASH BOX**.
2. Challenge number two is to develop a strategy to equalize both sides.
3. Final challenge is to implement sustainable **CHANGE** within the **KASH BOX**.

SUSTAINABLE CHANGE CHECK LIST

1. If current attitudes and habits are the result of many years of behavior, will an 8 to 12 hour workshop actually produce sustainable outcomes?
2. If most learning focuses on the left side and is delivered using traditional outside-in externalization strategies e.g. lecture, limited fieldwork applications, would not a more sustainable internalization learning strategy actually come from an inside-out focus?
3. Do we consistently achieve all of our personal goals and professional goals? Are our work lives in balance with our personal lives? Do we have a proven tool to turn our dreams into reality?
4. Are the performance/training dollars actually increasing our **KASH BOX** (ROI) **DRIVING RESULTS** or draining our **CHANGE** drawer?
5. Do potential solutions deliver a working smarter and not harder culture by eliminating waste and adding value?
6. Are potential solutions aligned with our **STRATEGIES**, **SYSTEMS** and **PEOPLE**?
7. Do your employees know how to do the task, but **DON'T WANT** to? If the answer is YES, then possibly your solutions address only the left side of the **KASH BOX**?
8. Is our organization or am I always in transition and fail to achieve sustainable transformation?

DRIVING RESULTS

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