



Rider, Elephant, and Path

CP3 Toolkit: Leadership & Culture

This resource is adapted from Catalyz.

Rider

- Provide clear direction
- Script the first moves
- “Eat Healthier” vs. “Eat more green vegetables”

Elephant

- Understand the adaptive elements of the change
- What might be driving immunity to change

Path

- Shape the environment
- Remove barriers to making the change/shorten the distance to success
- Make it easy to take the first steps