

# Six Dimensions of Transformation

1. *Culture*—understandings, beliefs, and practices that define and shape our reaction to change
2. *Concepts*—structured approaches to expressing how a course of action might be accomplished
3. *Capabilities*—techniques, tools, and systems that may be required to execute specified actions
4. *Processes*—changes in steps, tasks, or procedures that may be required to implement concepts or apply capabilities
5. *Authorities*—changes in public laws or regulations that may be necessary to implement transformation
6. *Organizational design*—changes in an organization's division of labor that will facilitate a desired course of action to achieve desired results