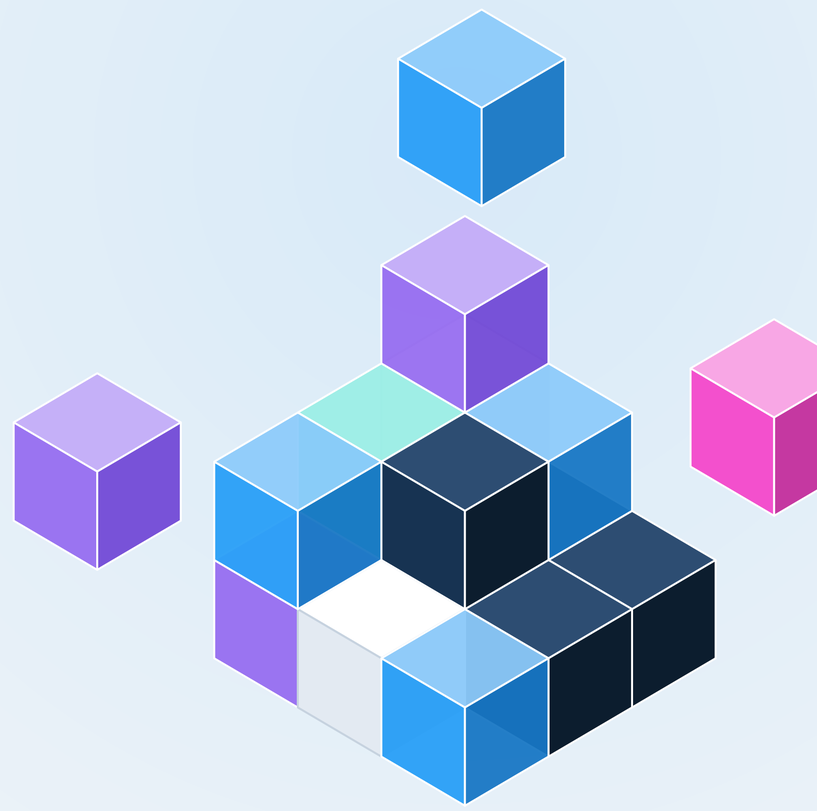
CHANGE & TRANSFORMATION

Pilot to Scale

Pilot to scale is the step from one successful trial to broad rollout: proving success criteria, codifying what worked, transferring capability and replicating in waves.



01 THE CORE MODEL

BRANCHING MODEL · FROM ONE PILOT TO MANY AREAS



Success criteria

Agreed before the pilot: which results and evidence justify scaling.

Playbook

The core method, standards and lessons, written for the next teams.

Capability transfer

Local people learn to lead the change themselves.

02 WHY SCALING FAILS

Pilots often succeed through extra attention that rollouts never get.

COPY-PASTE — ADAPT AND TRANSFER

COPY-PASTE ROLLOUT

- Pilot conditions are not repeatable
- Experts do the work for local teams
- No adaptation to local context

STRUCTURED SCALING

- Core standards, local adaptation
- Local leaders trained to lead
- Results checked in every wave

03 WORKED EXAMPLE

DAILY MANAGEMENT SYSTEM · FROM PILOT TO SIX AREAS

PILOT
Area 1
criteria met after 4 months

→ PLAYBOOK
Board and agenda
plus a coaching guide

→ WAVE 1
Two similar areas
led by local supervisors

→ WAVE 2
Three more areas
coached by wave 1

04 MANAGEMENT TAKEAWAYS

01
Set criteria before you pilot
Decide which evidence will justify scaling.

02
Separate core from local
Fix what must be the same; let teams adapt the rest.

03
Teach, then step back
Each wave trains the next one.

05 COMMON MISTAKE

LIMITATION

Scaling the experts, not the skill

When experts move from site to site doing the work, results fade after they leave.