

Appendix D

Identification of key people and stepping stone strategies			
Names	Role in innovation	Resources/Constraints	Stepping stone strategies
Vice chancellor	Transformer	<i>Resources</i> -can supervise the process and provide relevant supports <i>Constraints</i> -do not hire extra staff in very need in the office of E-learning	
Director	Transformer	<i>Resources</i> -lead and support the implementation of the change	
Staff of E-learning office	Change Agent Implementers of the change	<i>Resources</i> -initiate and implement the change, and provide any needed helps and support during the implementation of the change. <i>Constraints</i> -their work is overloaded	Stone one- Introduce the change to them and get them involved as soon as possible
Faculty group T	Transformers/Innovators	<i>Resources</i> -Active participants	Stone two- Have them try out the workshop with brief introduction from staff of E-learning office
Faculty group M	Mainstreamers	<i>Resources</i> - willing participant who can influence some of Faculty group UL <i>Constraints</i> - not very active and no much enthusiasm	Stone three- Focus on the impact of the change on them professionally and personally while diffusing the change
Faculty group UL	Unwilling Laggard	Constraints	Stone four- Focus on the short-term and long-term negative influence of resisting the change on them personally and professionally.