



# Connecting The Dots: Managing Transitions



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## Fast Activity...

### Instructions:

- Everyone stand up
- Shake out your arms
- Fold you arms naturally
- Now unfold your arms
- Fold them again in the opposition direction
- Let's try it with something we are all familiar with. O-H-I-O, again!
- Now change the order... H-O-I-O!



How did that feel?

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## Learning Objectives

Distinguish change from transition.

Identify the three stages of transition and the emotional reactions to each.

Effectively communicate with others during change.

Learn to communicate with resilience during transitions.

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## Quotes on Change ...

**“The secret of change is to focus all of your energy, not on fighting the old, but on building the new.”**

***Socrates***

**“Change is INEVITABLE. Progress is OPTIONAL.”**

***Tony Robins***

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How do you define **change**?

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## Defining Change

“To cause to become different, alter, transform, convert, to undergo a variation of; to make the form, content or future course of something different from what it *is*, or from what it would be if left alone.”

*Webster Dictionary*

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## Reflection **Activity**



Reflect then share with a table partner a recent change that you are dealing with personally or organizationally. Discuss some of the challenges associated with the change.

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## Distinguishing Change from **Transition**

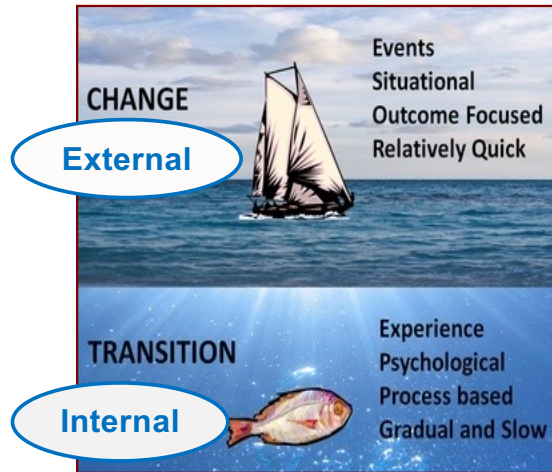


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# Change vs. Transition



**Examples:**

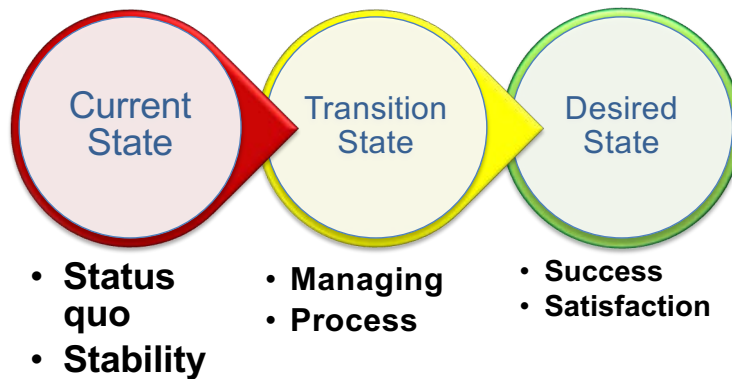
➔ Starting a new job **(the change)** happens on the first day.

➔ Adapting to your new role **(the transition)** takes a lot longer!


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# Change as a Process



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# Its all about the **transition**



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## Change Management

**What it really means...**

It is a structured approach or process of **shifting** and **transitioning** individuals through the changes required to do their jobs; it moves individuals from a **current** state to a desired **future** state.

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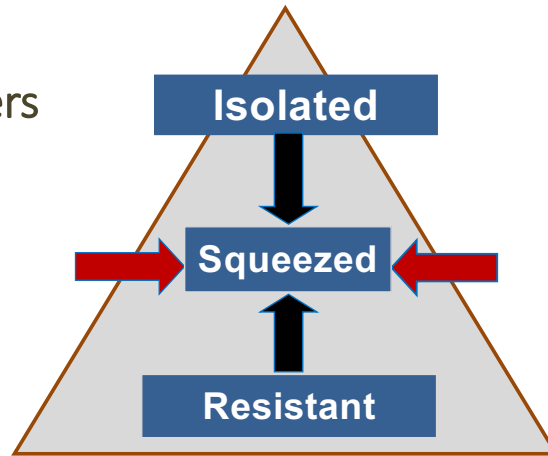


# The Perception of Change

Executive Leaders

Middle Managers

Employees

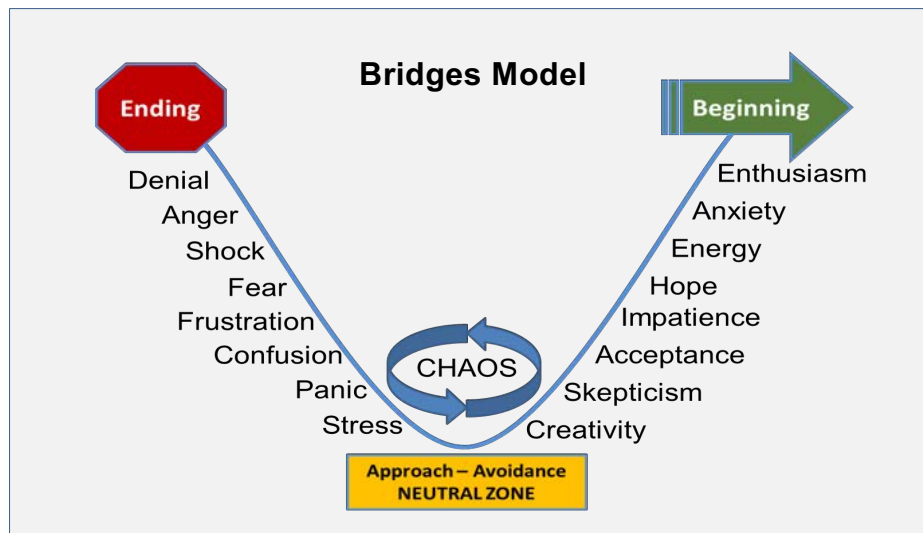


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# The Change Curve

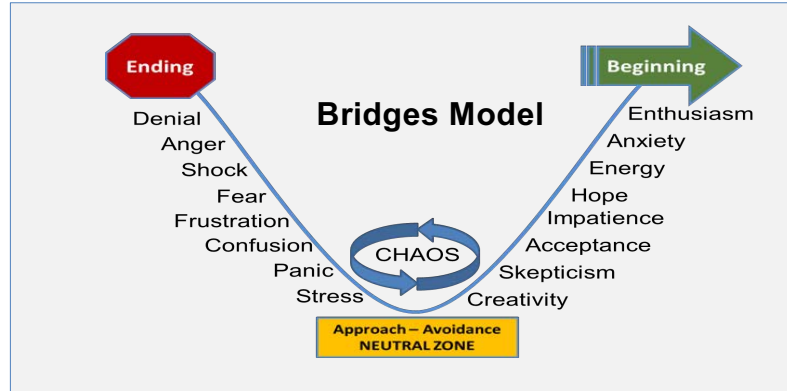


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# Activity (10 Min.)



In groups, identify the behaviors that may be displayed with each of the emotions on the Bridges Change Curve.

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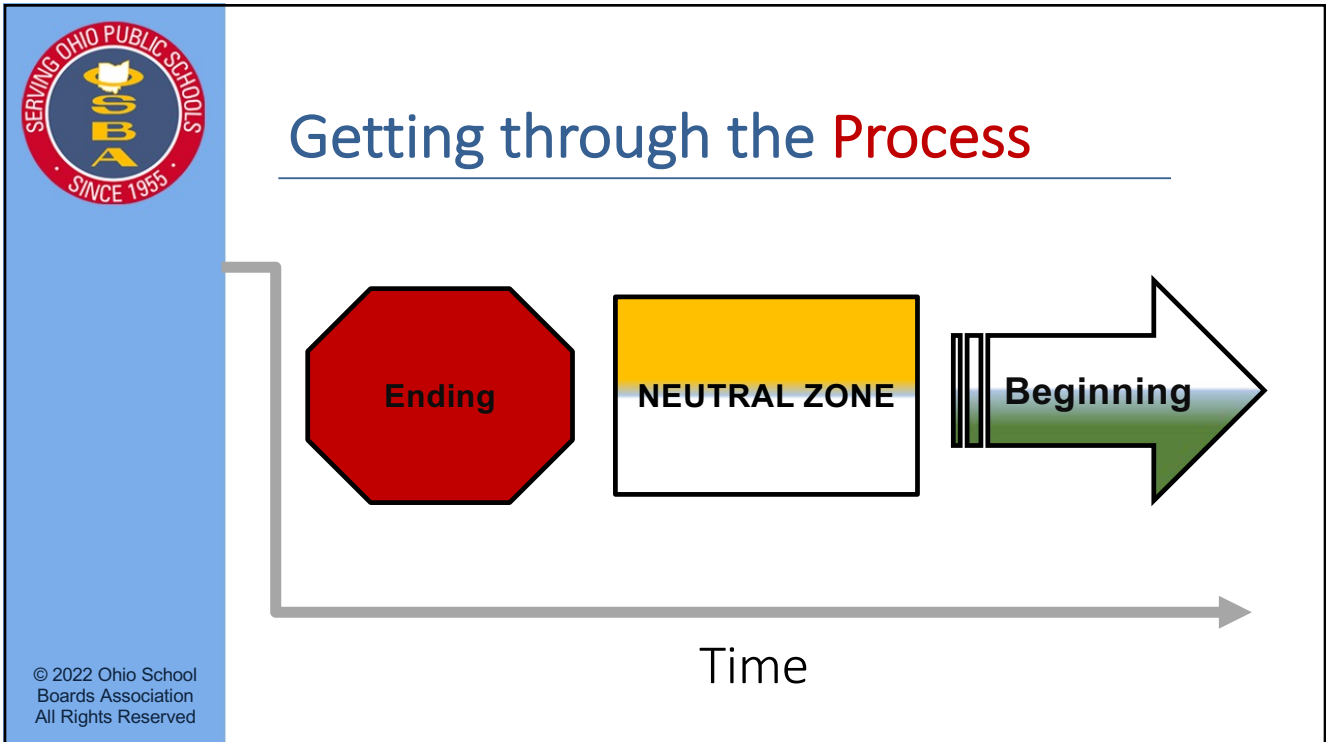


# Bridges Transition Model

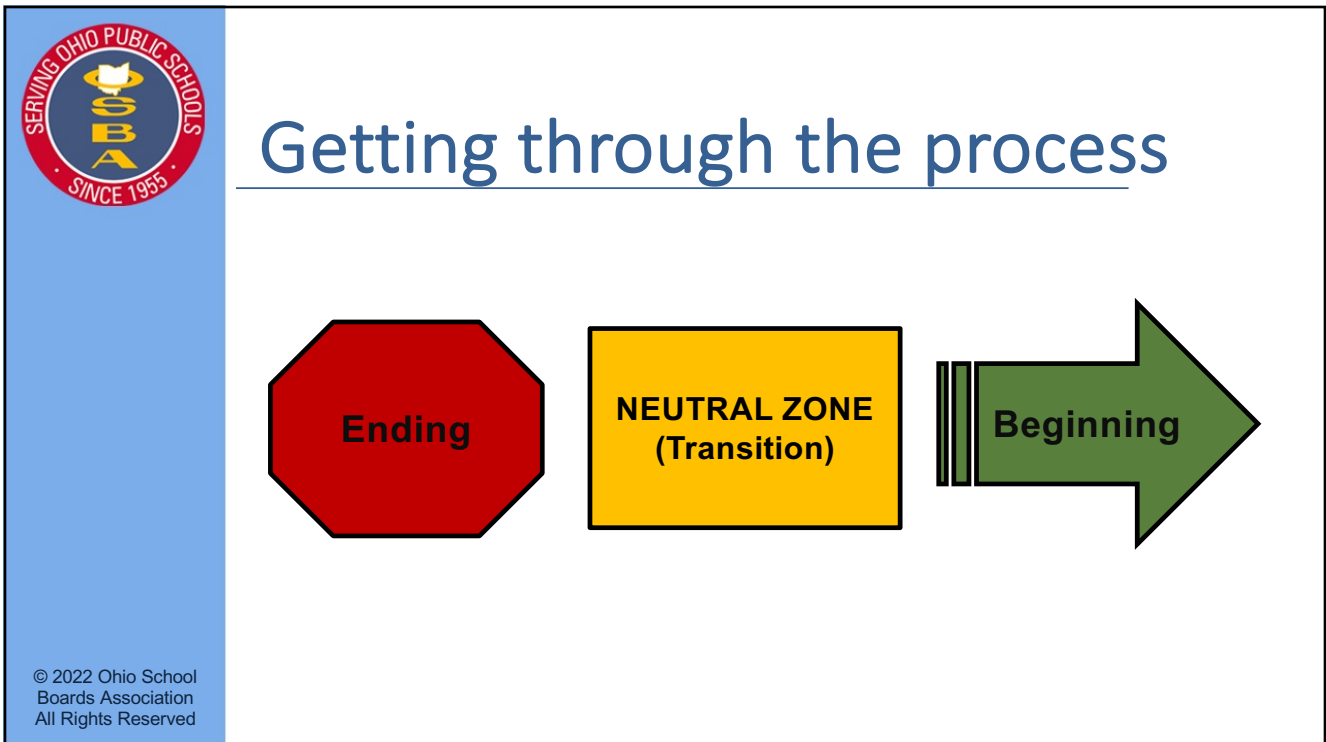


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**Getting Through Transitions**

**The Endings...**

- Be clear about what is really ending
- Let go of old assumptions. Evaluate the situation honestly and objectively
- Actively seek closure on the “old way”
- Show empathy

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**Getting Through Transitions**

**The Neutral Zone**

- Accept ambiguity, but don't become paralyzed by uncertainty
- Remember to communicate --keep your channels open in all directions
- Be willing to experiment
- Acknowledge the progress of others

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## Leading Others Through Transition

### The Beginnings...

- Create a personal mission statement
- Behave as if there are no barriers to what might seem like radical solutions
- Actively solicit support from others, and encourage them to join you in your collective future

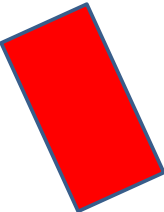
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### Activity: Leading Others Through Transitions

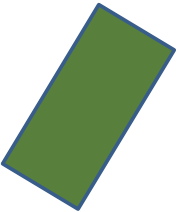
Read the assigned scenario(s); discuss and identify 2-3 strategies for leading people through each of the stages of change. Use the flip charts for your responses.



**Endings**



**Neutral-Zone**



**Beginnings**

Time: 10 min.

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# Supporting Change



Organizations constantly experience significant amounts of change

You are *very* critical to **“setting the tone.”**

**Communication and support** ensures a successful implementation.

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# Change Communication Plan

No.	Action Item	Method	Assign	Target Date
1.				
2.				
3.				
4.				

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## Change Communication Plan

No.	Action Item	Method	Assign	Date
1.	Gather Team, discuss new issue/problem	Group Meeting	Leadership	7/1/2022
2.	Schedule 1 on 1 meetings	Face-to-Face	Management	7/10/2022
3.	Review new Board Members role	Shared Documents	Board President	7/124/2022

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Word of the day

# Resilience

noun [ri-zil-yuh ns]

meaning: **the capacity to recover quickly from difficulties**

USE: *She's a resilient girl - she won't be unhappy for long.*

Challenge Time:

**Make a sentence about yourself describing your resilience!**

englishsummary.com

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# Learning Objectives

Distinguish change from transition.

Identify the three stages of transition and the emotional reactions to each.

Effectively communicate with others during change.

Learn to be resilient during transitions.

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## Thank you!



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