



Image source: Unsplash.com

CHANGE

WHY IT'S HARD AND
PRACTICAL TIPS FOR
NAVIGATING IT

The Plan

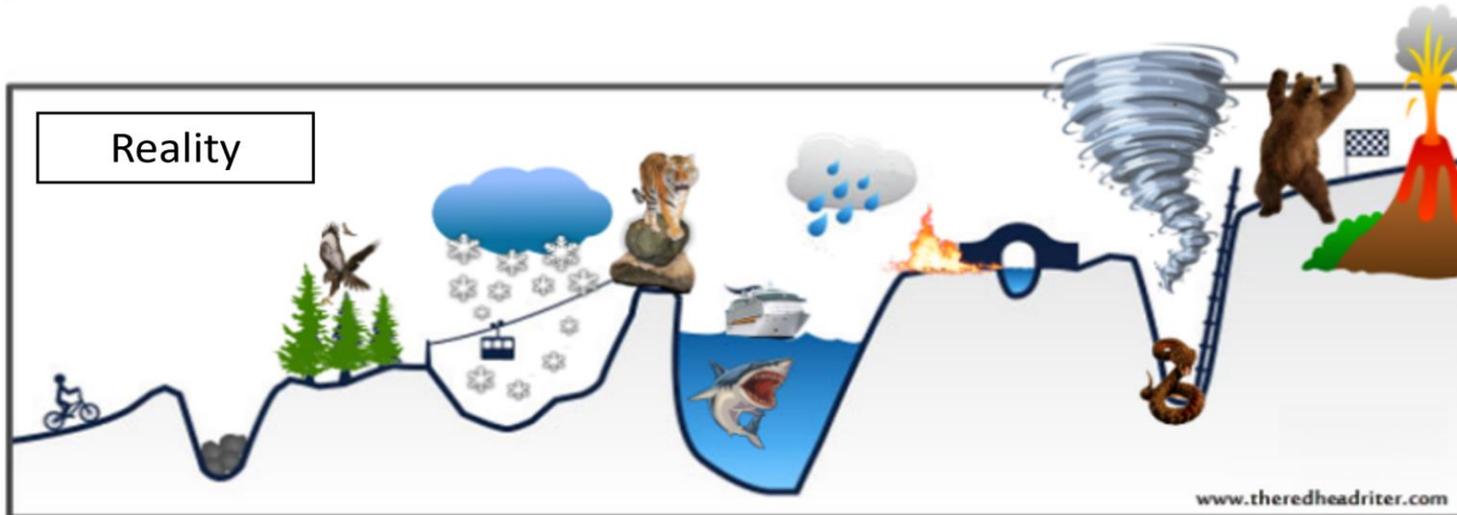


Change, in a nutshell

The Plan



Reality



Change, in a nutshell

Let's try
something...



Image credit: Alex Kondratiev



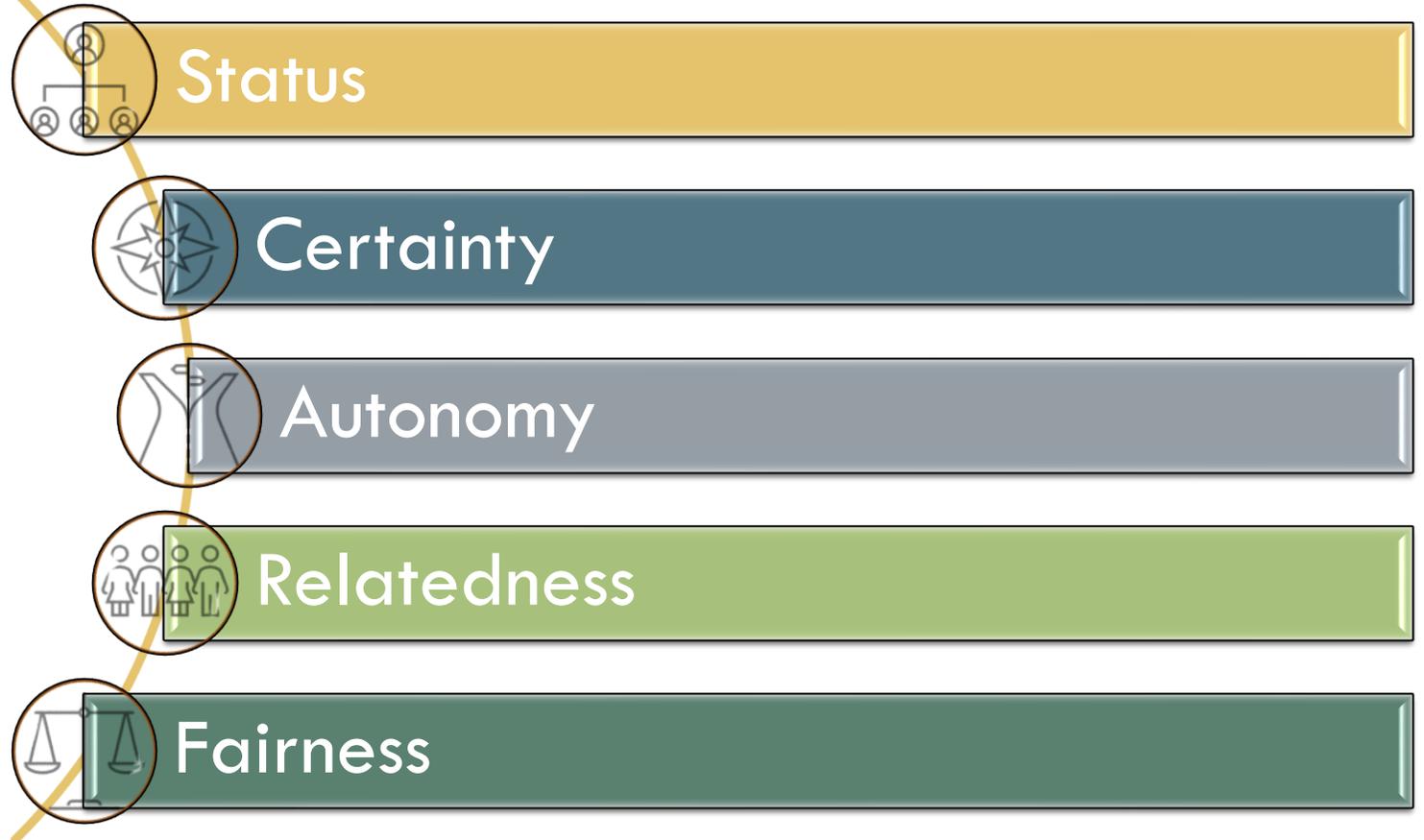
Image source: MacysDigitalStudio

What makes
change so
difficult?

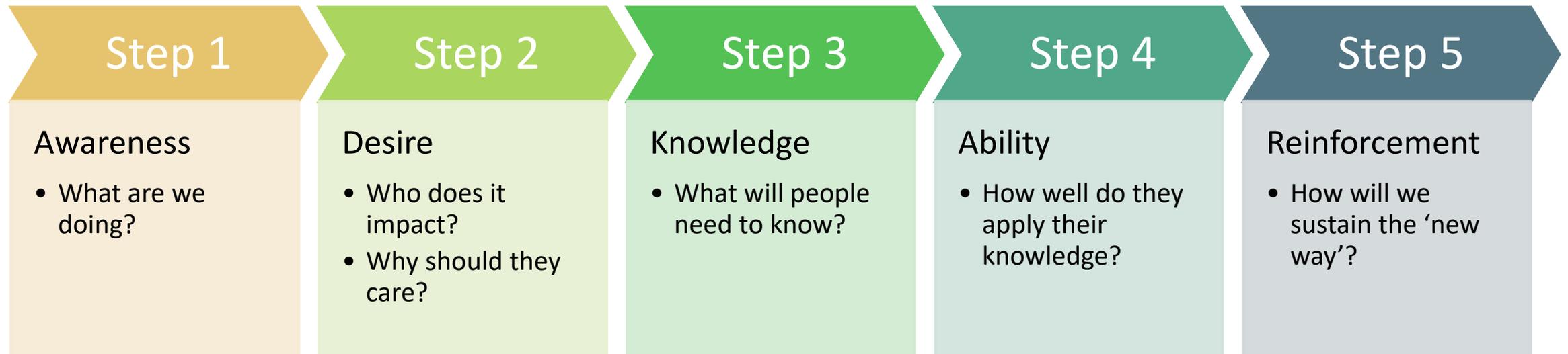
The answer is...it's all in our head. *Literally.*

How do you spell resistance?

Our fight-or-flight responses get activated when they perceive a threat to any one of these areas.



How can we navigate change more effectively?



What does ADKAR[®] look like in real life?





Image source: iStockPhoto.com

WE'VE TALKED ABOUT
NAVIGATING THE CHANGE.

WHAT ABOUT NAVIGATING
THE TRANSITION?

Change is an event...

Transition is a process.



Transition Phases

People in the Endings phase may experience:

- Fear
- Anger
- Shock
- Denial

People in the Neutral Zone phase may experience:

- Low morale and low productivity.
- Anxiety about their role, status, or identity.
- Skepticism about the change.

People in the New Beginnings phase may experience:

- High energy.
- Openness to learning.
- Renewed commitment to the group or their role.



Test your knowledge: Name That Phase!

Wow, check out this data we can access now.
This will really help us with our next legislative
request!

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New Beginnings

Managing transition – New Beginnings

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Tips for navigating the New Beginnings phase:

- Be consistent in behavior and decision-making.
- Keep the big picture in mind and show successes that the change has brought.
- Celebrate results and milestones while meeting people where they are.



Test your knowledge: Name That Phase!

Who decided this would be a good idea?!

Test your knowledge: Name That Phase!

Wow, check out this data we can access now. This will really help us with our next legislative request!	New Beginnings
Who decided <u>this</u> would be a good idea?!	Endings

Managing transition – Endings

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Tips for navigating the Endings phase:

- **Communicate...a lot.**
- Regulate your emotions.
- Get clear about what will be different and what will remain the same.
- Build trust by aligning your words and actions.
- Give grace; respect and appreciate others' emotions.



Test your knowledge: Name That Phase!

I have no idea how this is going to work.

Test your knowledge: Name That Phase!

Wow, check out this data we can access now. This will really help us with our next legislative request!	New Beginnings
Who decided <u>this</u> would be a good idea?!	Endings
I have no idea how this is going to work.	Neutral Zone

Managing transition – Neutral Zone

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Tips for navigating the Neutral Zone phase:

- Respond quickly to feedback while reiterating the benefits of the change.
- Do not minimize ‘how it used to be.’
- Be patient and practice active listening.



CHANGE IS AN EVENT. TRANSITION IS A PROCESS.

Being intentional about managing our and our colleagues' transition helps ensure the change will stick!



Shelli Lackey, CCMP™

360-918-6677

shelli@discoveryleadershipadvisors.com

www.discoveryleadershipadvisors.com



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