

APPROACHING CHANGE WITH CLARITY

Managing the Transition Well

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AIMS

By the end of this workshop you will have:

- explored definitions of, and approaches to, both organisational and everyday life changes;
- considered your own individual ways of managing change;
- used Lewin's Transition Model to consider one example from your own life;
- enhanced your understanding of change and personal change management;
- increased your awareness of how to utilise strengths-based approaches to managing change.

SMALL GROUP INTRODUCTIONS

- *What's your name?*
- *Who's your mob?*
- *Where's your country?*
- *Where are you from now?*
- *What are you deadly at?*

TYPES OF CHANGE

Sudden, Uninvited Change

Changes we don't expect - our best friend leaves town, our child or parent becomes ill, we lose our job, a natural disaster strikes or we finally win the lottery.

These changes just happen TO us. They are really out of our control.

But how we deal with it is NOT out of our control.

TYPES OF CHANGE

Long Anticipated Change

Can be both desired and dreaded - the death of a parent, our retirement, we move to another town or our last child leaves home.

Even a positive life change like moving closer to family seems to take control of our lives and isn't as easy to deal with as we expected.

Again, how we choose to deal with the change makes all the difference in the world.

TYPES OF CHANGE

Everyday Changes

Our boss changing decisions that were made yesterday, changes in the supermarket shelves, buying something new, creeping weight gain every day, changing our hairstyle, or buying a second car.

These kinds of changes are pretty straightforward but can still be a bit stressful and overwhelming sometimes.

TYPES OF CHANGE

Changing Habits

Consciously dealing with changes we want to make like smoking, over eating, finger nail biting, or putting our keys or purse where we can find them isn't as easy as it should be!

It can be done; we can create this kind of life change for ourselves.

TYPES OF CHANGE

Improving Our Skills or Abilities

Consciously changing something we already do but that we really want to get better at doing. Things like writing excellent essays or reports, giving great speeches, walking a half-marathon or becoming a deadly dancer.

TYPES OF CHANGE

Changing our Limiting Beliefs.

We can purposefully change our own beliefs about ourselves. These are the things that we think we are too much of or not enough of i.e. I'm too quiet, I'm not smart. They stop us from doing the things that we want to do.

We might think that we have absolutely no power over these personal qualities. But we do. These kinds of changes are called changing our "Limiting Beliefs."

- What do you do well in managing change?

- What are your challenges in managing change?

**Individual
reflection**

LEWIN'S MODEL



Based on the model of melting an ice cube to water, changing its shape and refreezing

Select something that you want to change and apply Lewin's Model. How will you:

- Create a positive environment?
- Support the change?
- Anchor the change?

Individual
reflection

Each person has an
opportunity to share individual
reflections

Small group
discussion

- Facing our feelings around change.
- Working out when to accept and when to reject a change.
- Choosing our thoughts and attitudes about change.
- Relaxing around change
- Setting goals around change
- Surrounding ourselves with supportive people who can help us deal with change and stress.

Tip Tables

APPRECIATIONS

Groups have an opportunity to express appreciations to others in the group.