

Transitions Workshop

Navigating a World of Changes

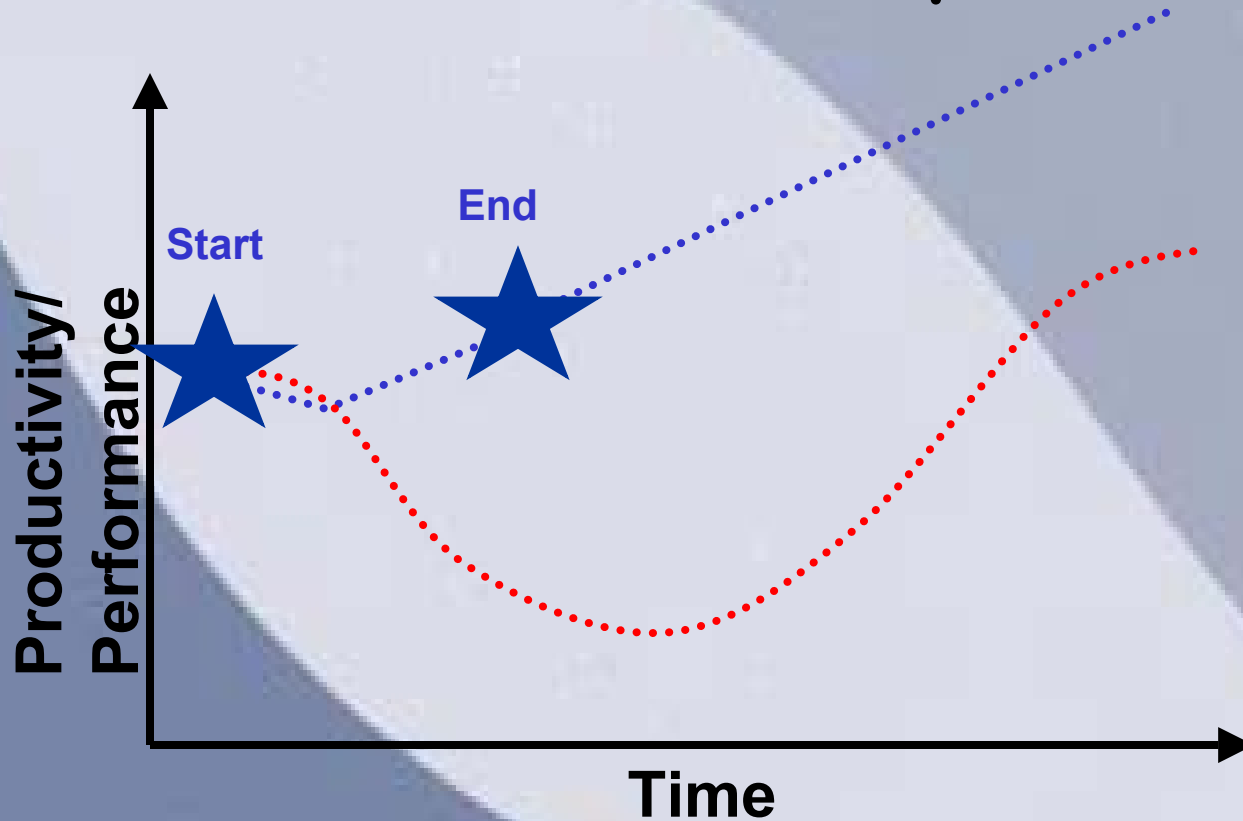
Agenda

- What is Changing
- What Gets in the Way of Change
- What Is Transition
- How to do Transition

Introductions

- Name and Company
- What is Changing
- Your Role in the Change
- Hopes and Concerns

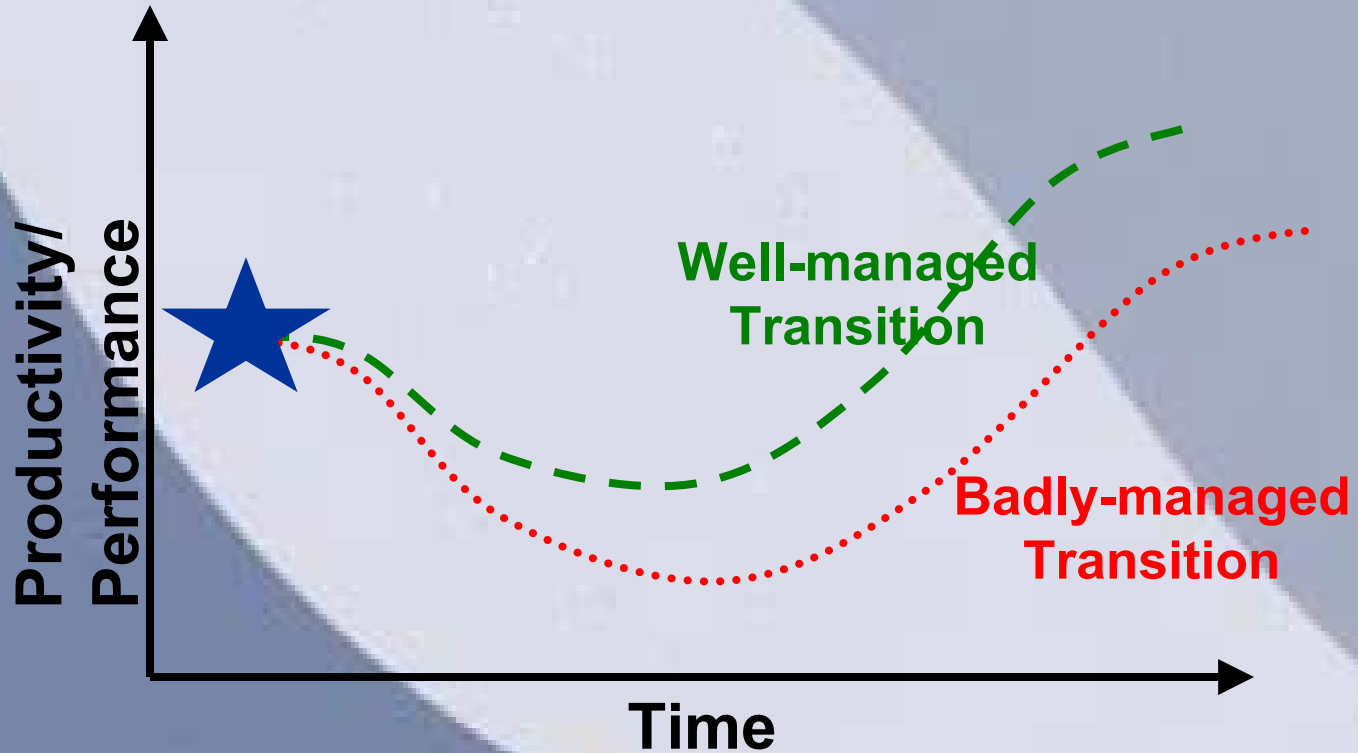
Failure of Expectations



What Gets in the Way

- **It's Not the Change that Gets You**
 - Change of Systems
 - Change of Policies and Procedures
 - Change of Organization
- **It's the Transitions**
 - People's Response to Change
 - Change of Behaviors

It's the Transitions



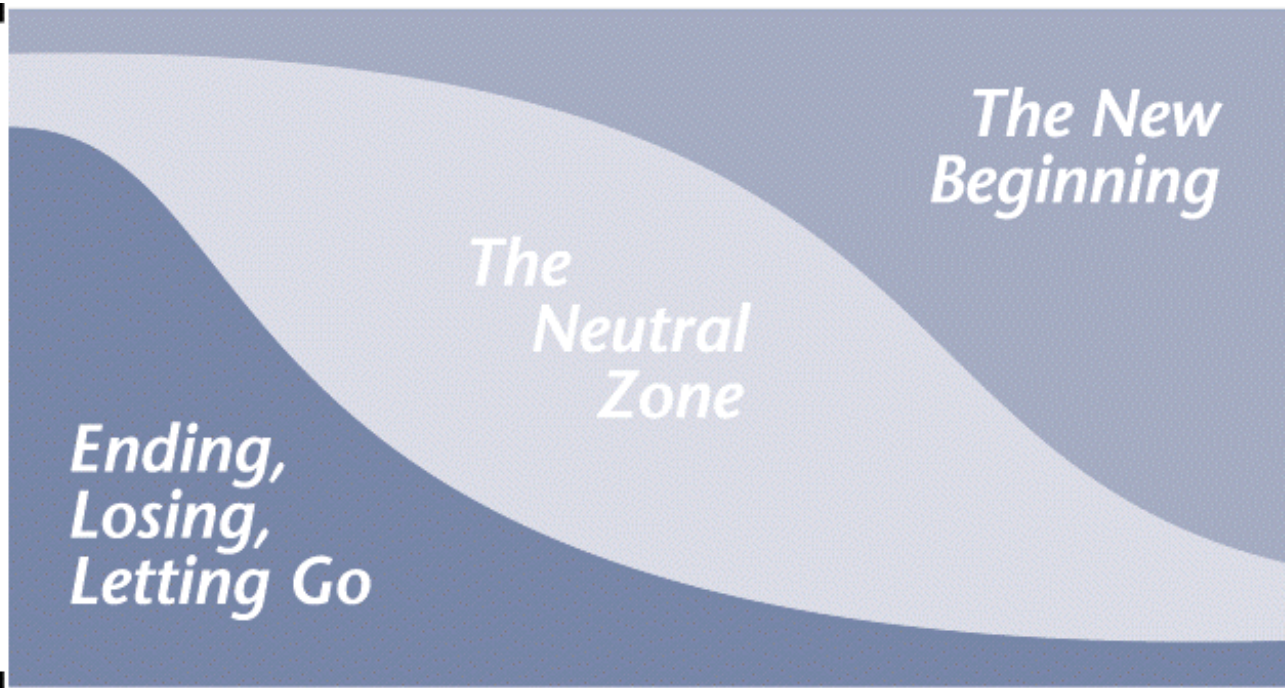
What Is Transition?

Transition is the People Side of Change

- Change is "What," Transition is the "How."
- Change is External, Transition is Internal
- Change is Situational, Transition is Psychological
- Change Starts, then Ends;
Transition Starts with an Ending
- Change hinges on the new thing;
Transition hinges on letting go of the old

Phases of Transition

**Not Yet
Begun**



*Ending,
Losing,
Letting Go*

*The
Neutral
Zone*

*The New
Beginning*

Finished

What Zone are You In?

- Remind yourself of your change
- Where on this curve are
 - You
 - Your Peers
 - Your people
 - Your Management

Endings and Losses

- Every Beginning Involves an Ending
- Every Ending Involves a Loss
- Every Loss is a "little death"
- Every Death Requires Grieving

Exercise

- Remind yourself of your change
 - If you have more than one, pick one
- Define what is beginning
- Define what is ending
- Fill in the worksheet with what you're losing

Neutral Zone Survival: CUSP

- **Control**
 - Realistic Goals
 - Access to small and large decisions
- **Understanding**
 - Your situation
 - The neutral zone
 - Information you need

CUSP (cont.)

- **Support**
 - People
 - Temporary work-arounds
 - Survival strategies
- **Purpose**
 - Make accomplishing the work of the neutral zone high on your priority list
 - Revisit your reasons for having, doing, being

Strategies for Neutral Zone

- Step back and take stock
- Take some time alone
- Find a safe place to experiment and practice
- Look for clues
- Brainstorm and record
- Learning activities *of any sort*

Final Phase

New Beginnings

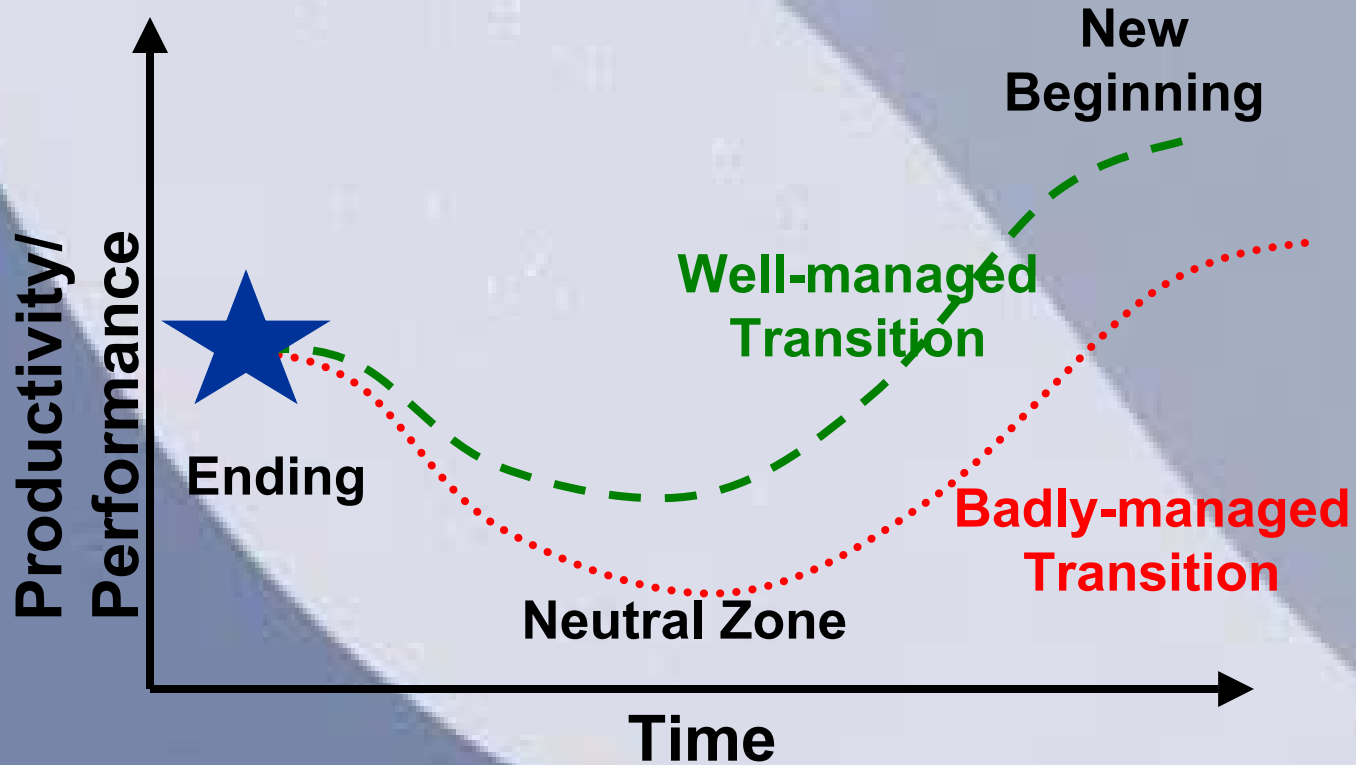
- New identity
- New vision
- New reality
- New commitment

Seven Principles of Transition Management

- **You have to end before you begin**
- **Between the ending and the beginning, there is a gap**
- **That gap can be creative**
- **Transition is developmental**
- **Transition is also a source of renewal**
- **People go through transition at different speeds**
- **Most organizations are running a “Transition Deficit”**

With these principles and some attention, you can help overcome the deficit and improve the performance curve of your change.

Performance Curve Original



What Is Changing in Your World?

