

Facing change and transition

Based primarily on 'Managing Transitions' by William Bridges (3rd Ed) 2009

Agenda

- Change & Transition
- Emotional response to change (transitions)
- Living in the transition

Change & Transition

- Think about your best experience of group or organisational change. What made it positive?

Change, Transition & Conflict

“It isn’t the changes that do you in, it’s the transitions. Change is situational, transition is the psychological process people go through to come to terms with the new situation. Change is external, transition is internal”

-William Bridges

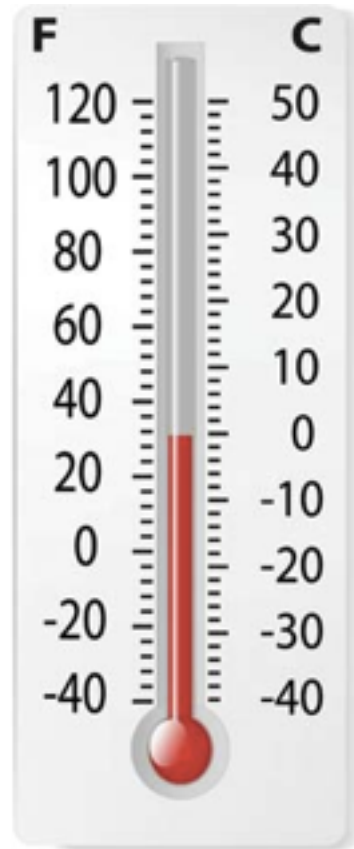
Levels of change & transition

- Individual
- Team (Family? Staff team?)
- Organisation (Congregation? Church?)

Change, Transition & Conflict

- What's your transition example?
- Who's involved in the change?
- Where and how has conflict arisen?

Temperature Check?



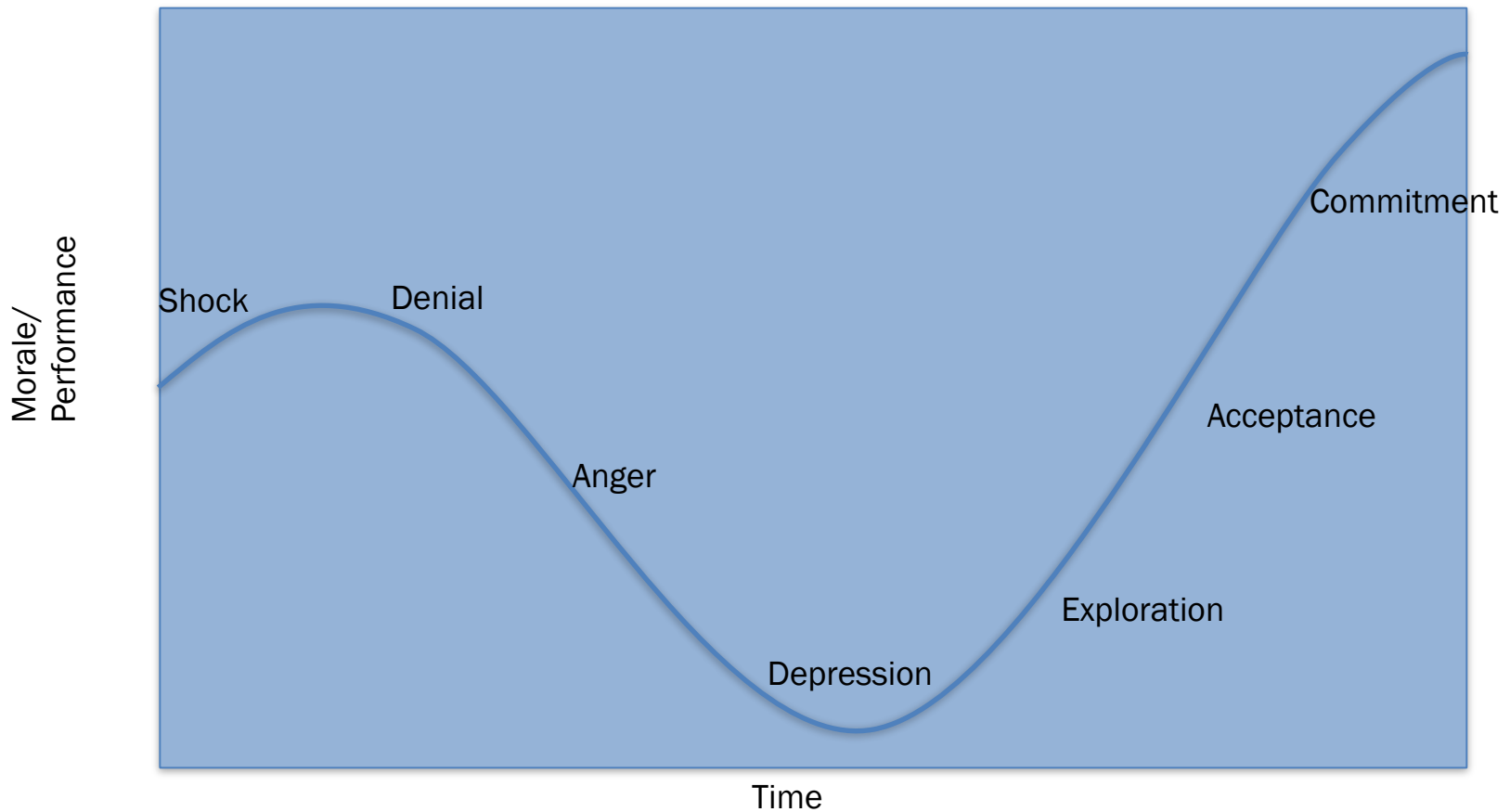
“Very concerned”

“A bit uncomfortable”

“Chilled...”

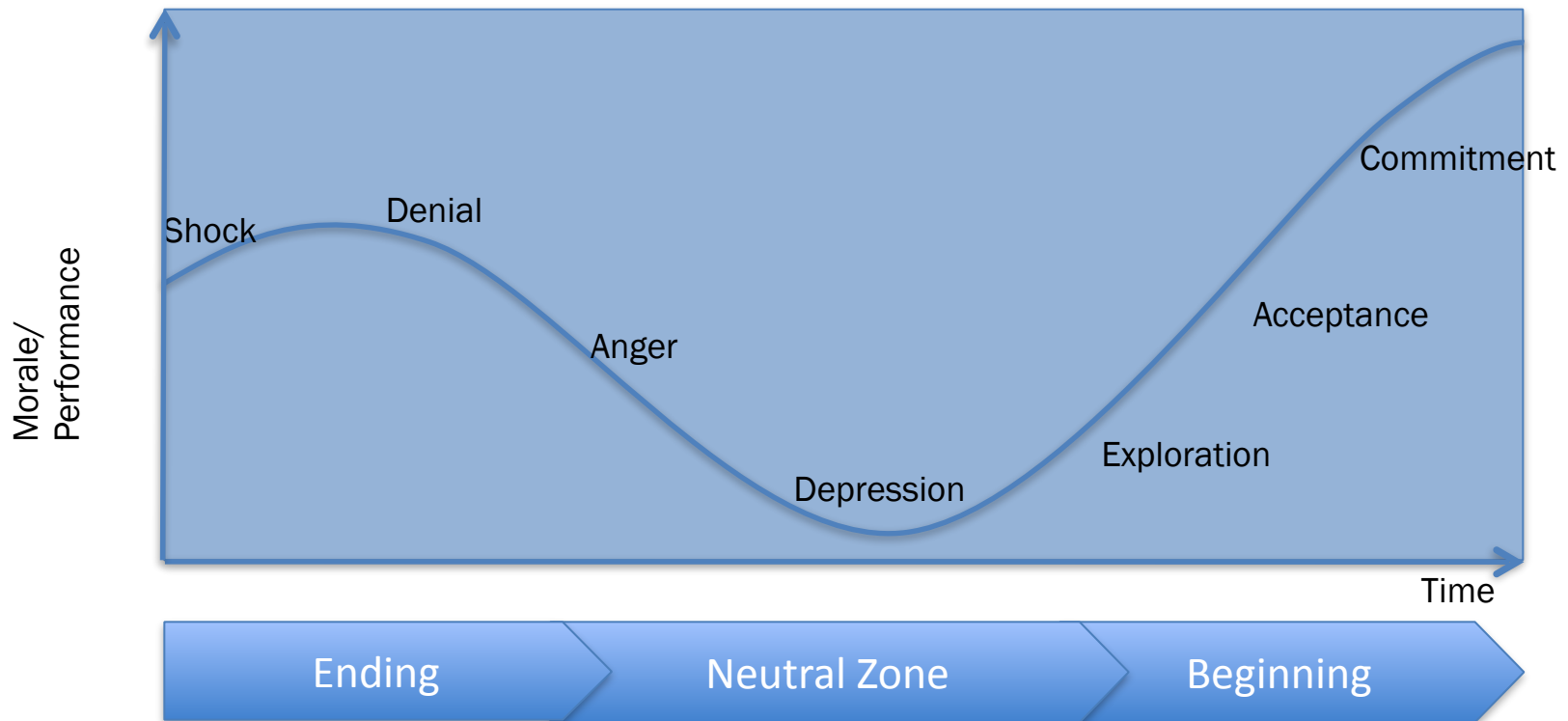
Emotional Response to Change (Transitions)

Emotional response to change



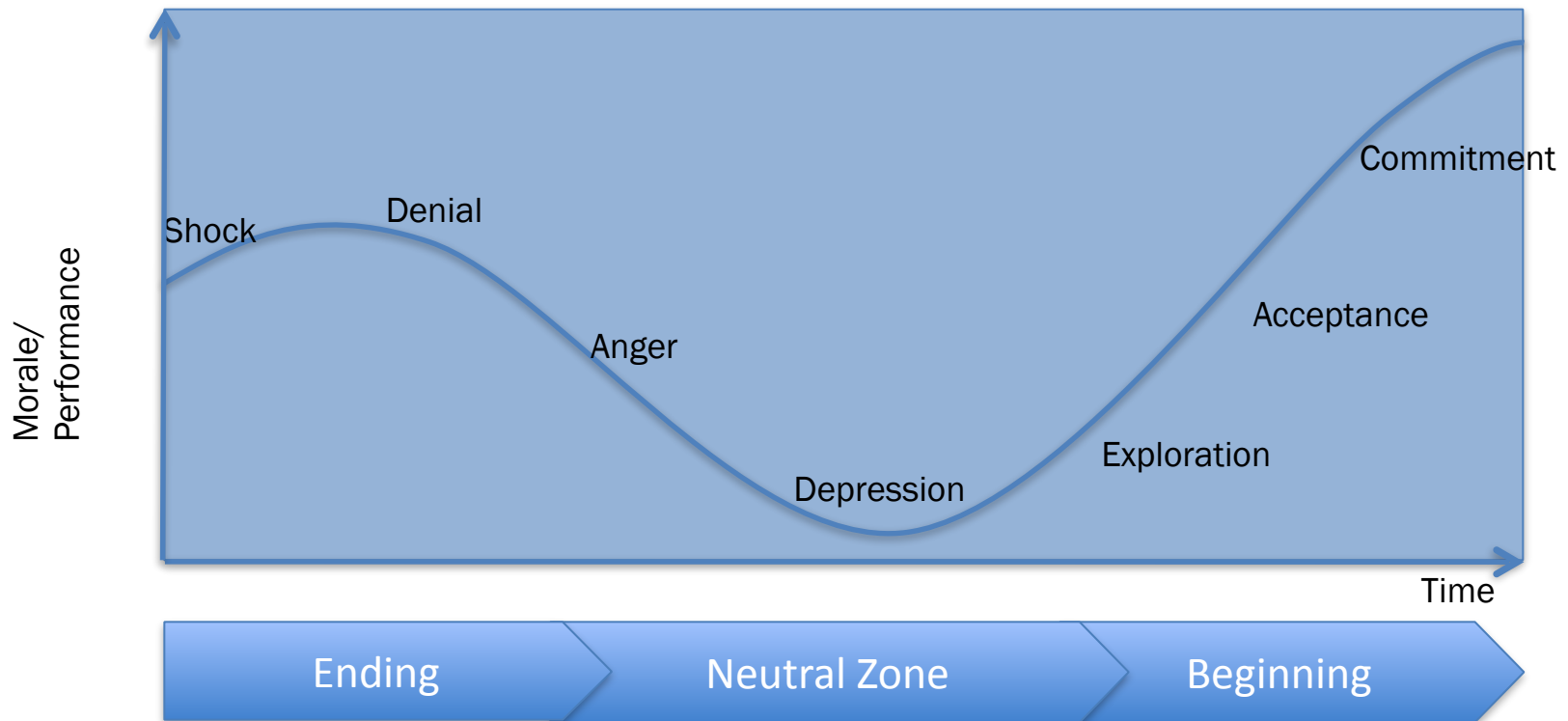
*Change curve, E. Kubler-Ross

Zones of change



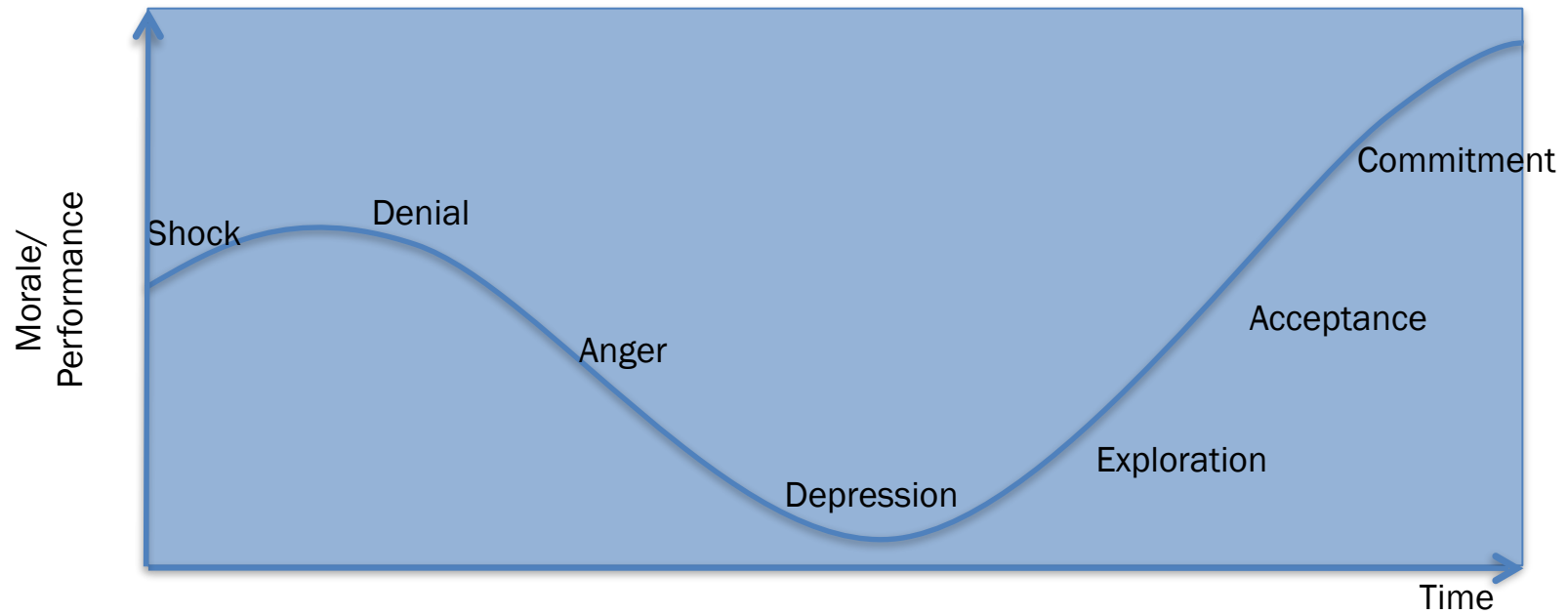
*Change curve, E. Kubler-Ross
* Managing Transitions, William Bridges

Zones of change - endings



* Managing Transitions, William Bridges

Living in the ending zone



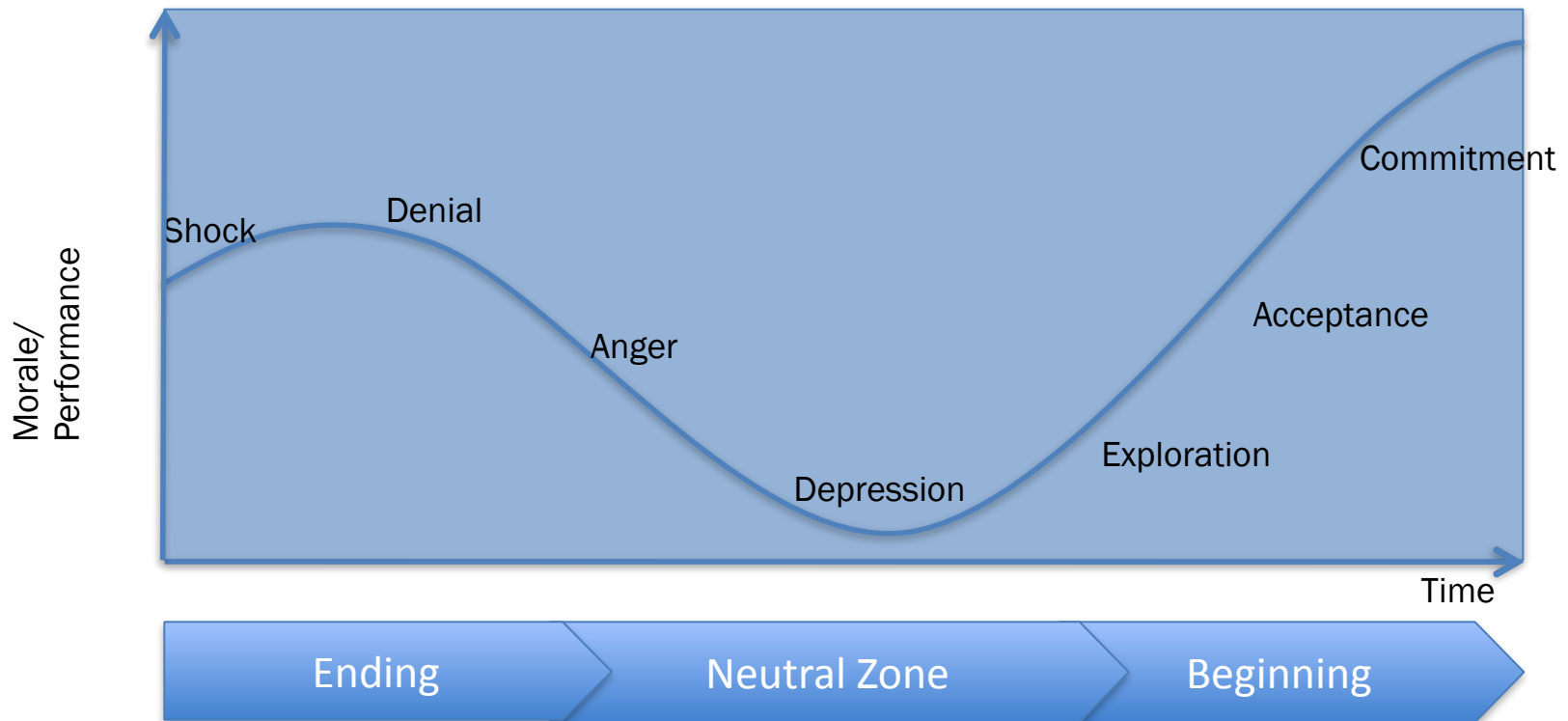
Ending

Neutral Zone

Beginning

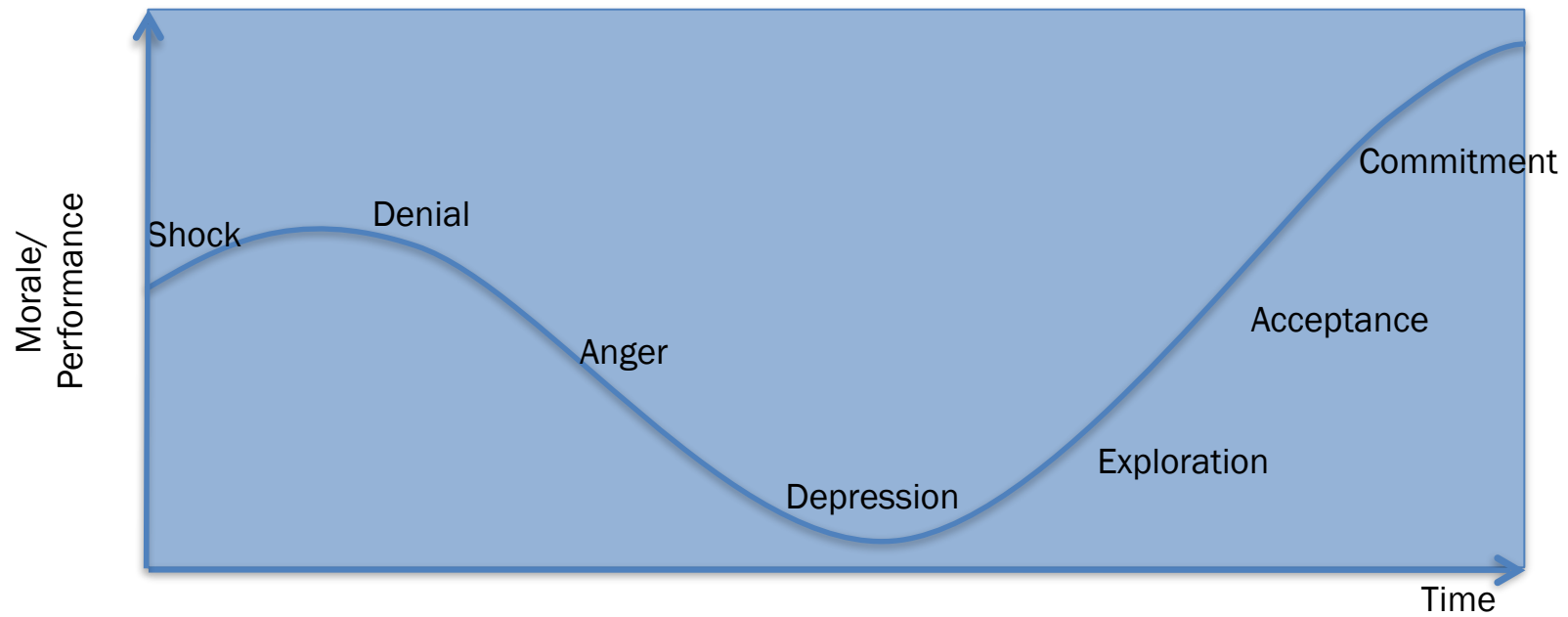
- Anticipate resistance
- Expect grieving
- Identify the losses
- Communicate
- Honour the past

Zones of change - neutral zone



* Managing Transitions, William Bridges

Living & leading in the zones



Ending

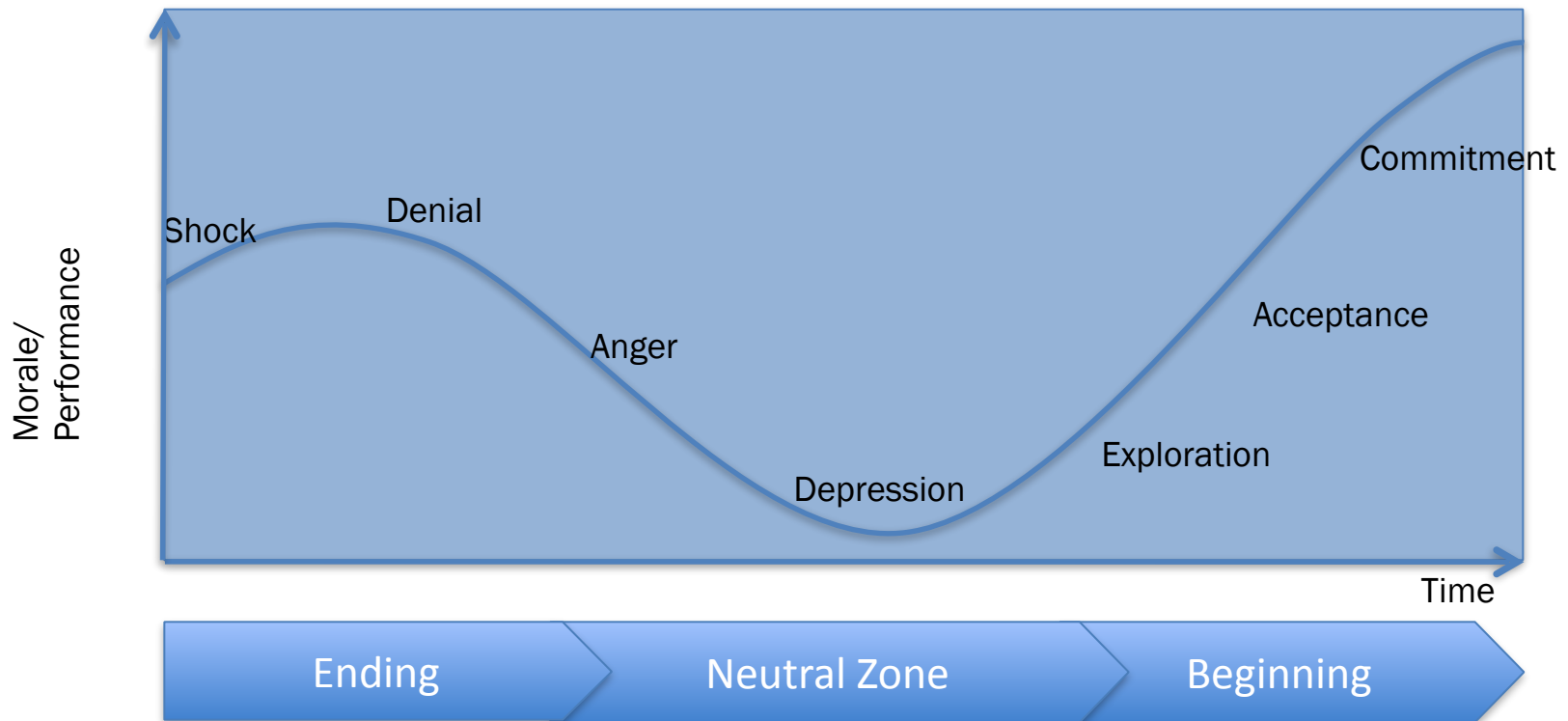
Neutral Zone

Beginning

- Anticipate resistance
- Expect grieving
- Identify the losses
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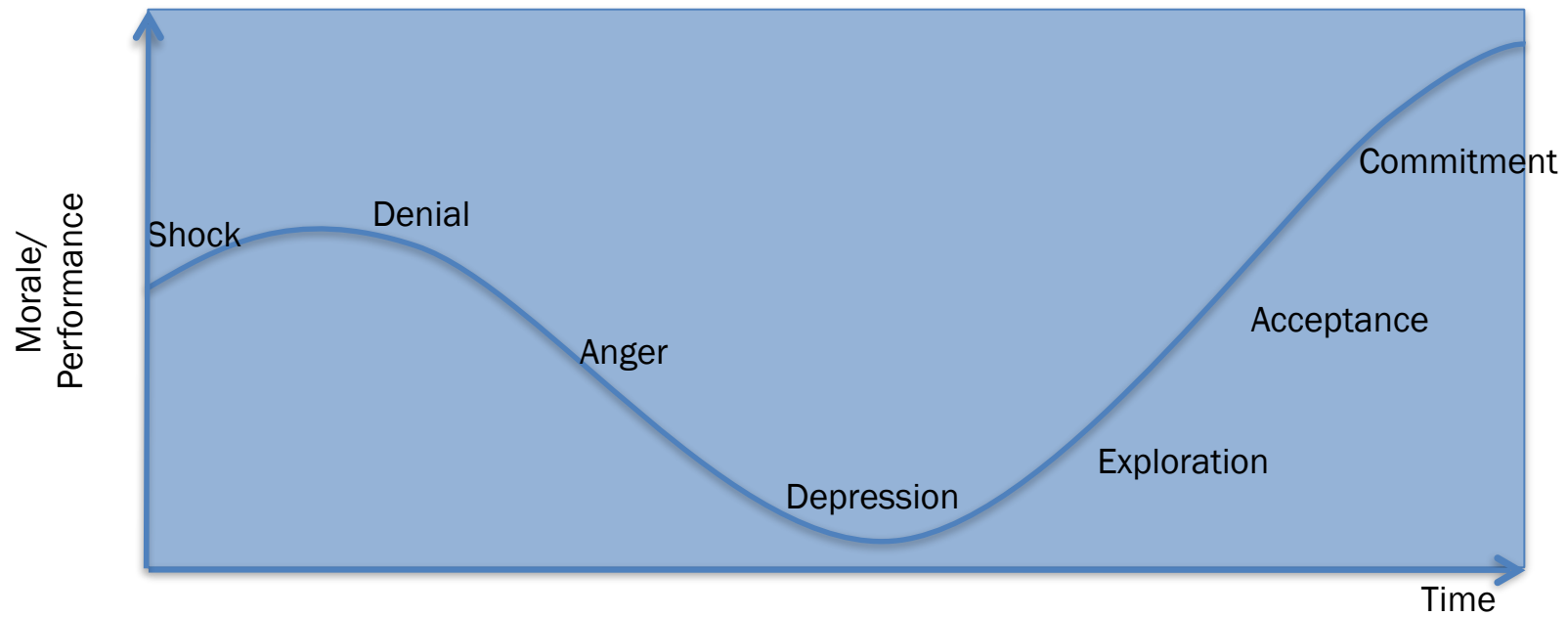
- Expect: disorientation, anxiety, lack of motivation
- Build the team
- Communicate
- Be innovative

Zones of change



* Managing Transitions, William Bridges

Living & leading in the zones



Ending

- Anticipate resistance
- Expect grieving
- Identify the losses
- Communicate
- Honour the past

Neutral Zone

- Expect: disorientation, anxiety, lack of motivation
- Build the team
- Communicate
- Be innovative

Beginning

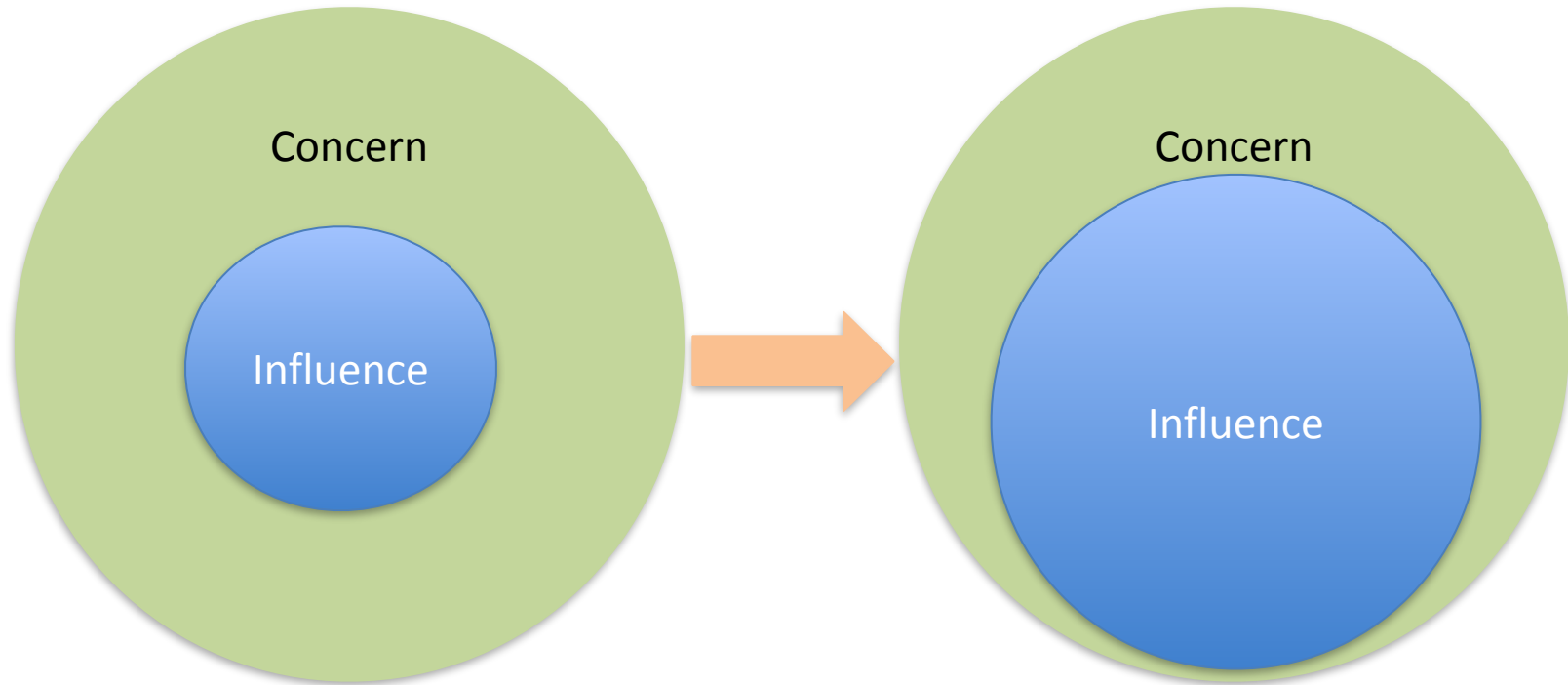
- Expect: energy & excitement emerging
- Involve others
- Communicate
- Celebrate successes

Living in the transition

Mismanaged change

- The aftermath leads to conflict through:
 - Guilt
 - Resentment
 - Anxiety
 - Self-absorption
 - Stress

Being proactive

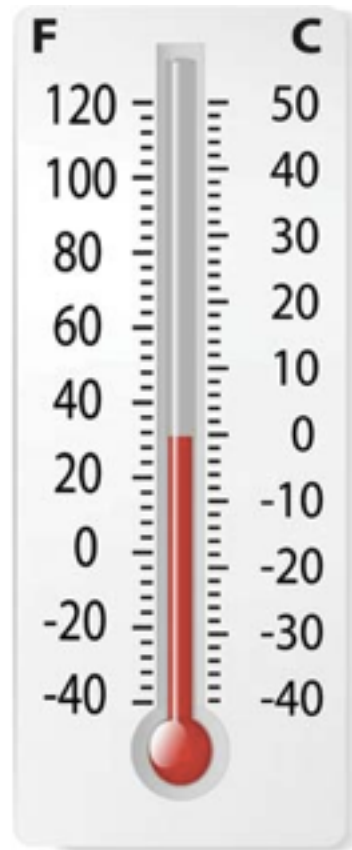


*'Seven Habits of Highly Effective People', S. Covey

In pairs:

- What? (have you learned?)
- So what? (does it have personal relevance or significance?)
- Now what? (how can you apply it?)

Temperature Check?



“Very concerned”

“A bit uncomfortable”

“Chilled...”

Help?

