

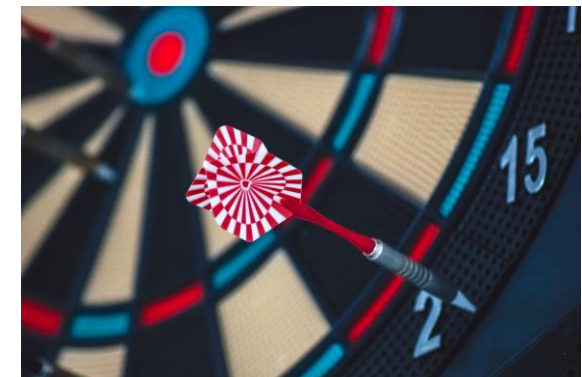


Manage Transition in VUCA Environments

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By the end of the Power Hour you will be able to:

- ✓ Explain the stages that people and teams go through when experiencing Organisational Change
- ✓ Explore the psychological link between change and transition
- ✓ Identify appropriate interventions required to support and lead a team in times of change



How Easy is it to make a change?

- Fundamental change has a noticeable impact on the organisation and people, which is visible both internally and externally. Such changes are usually sudden, large and complex, and often involve major upheaval.

Fundamental Change



- Incremental change occurs gradually, and is also called 'step change'. It represents progress by evolution rather than revolution. As such, the impact may not be seen immediately.

Incremental Change



Change and Transition

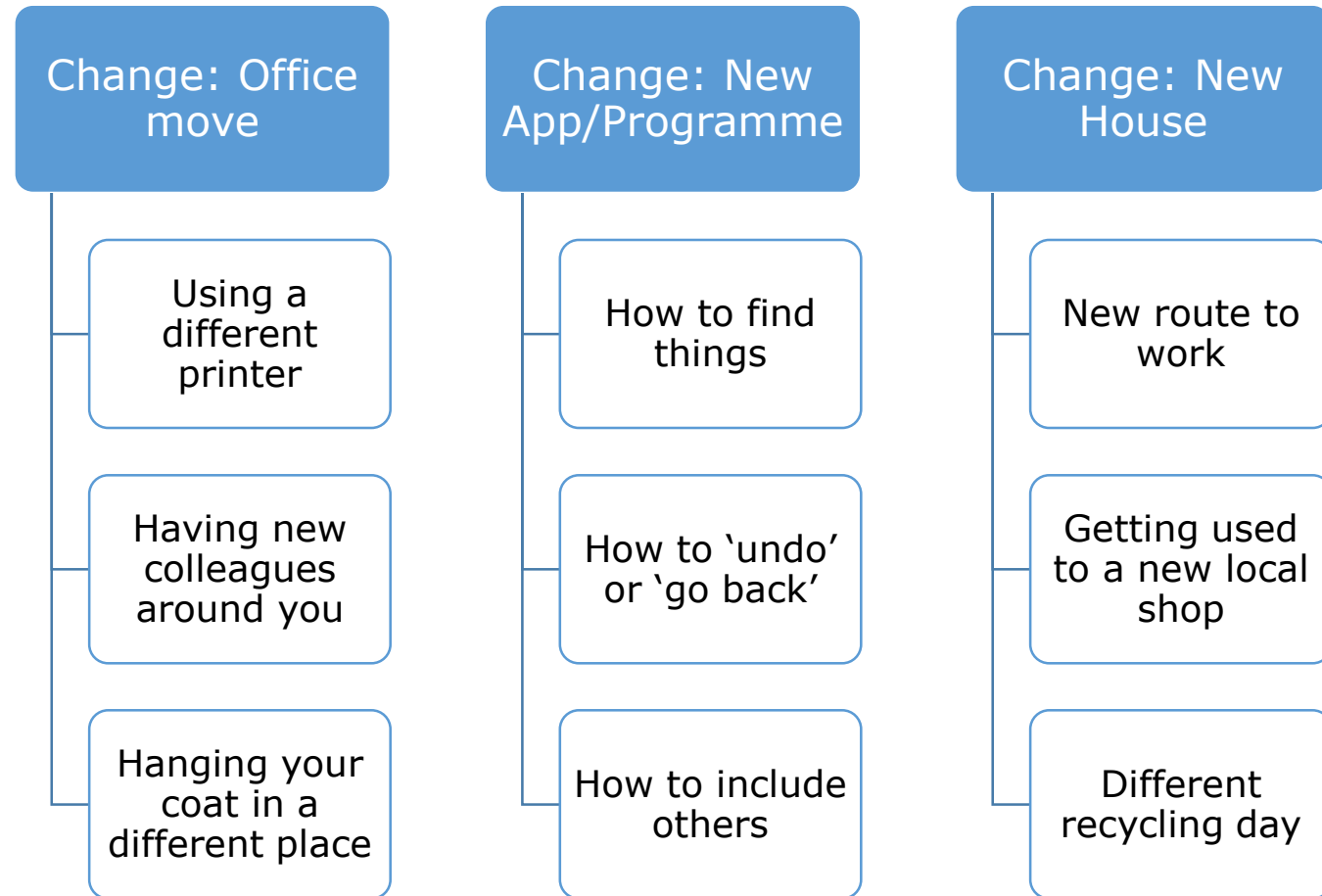
CHANGE

- An event that is situational and is external to us. Something stops or something starts. The change might be a new job, a new manager, a new office, a new child, someone departing from the team, the end of a project or the announcement of a new policy.

TRANSITION

- The internal psychological process through which people come to terms with and adapt to the change and the new situation it presents. Transitions often result from a change but it may also begin before the change actually takes place. Until people successfully transition from the old way to the new way, the change won't happen successfully.

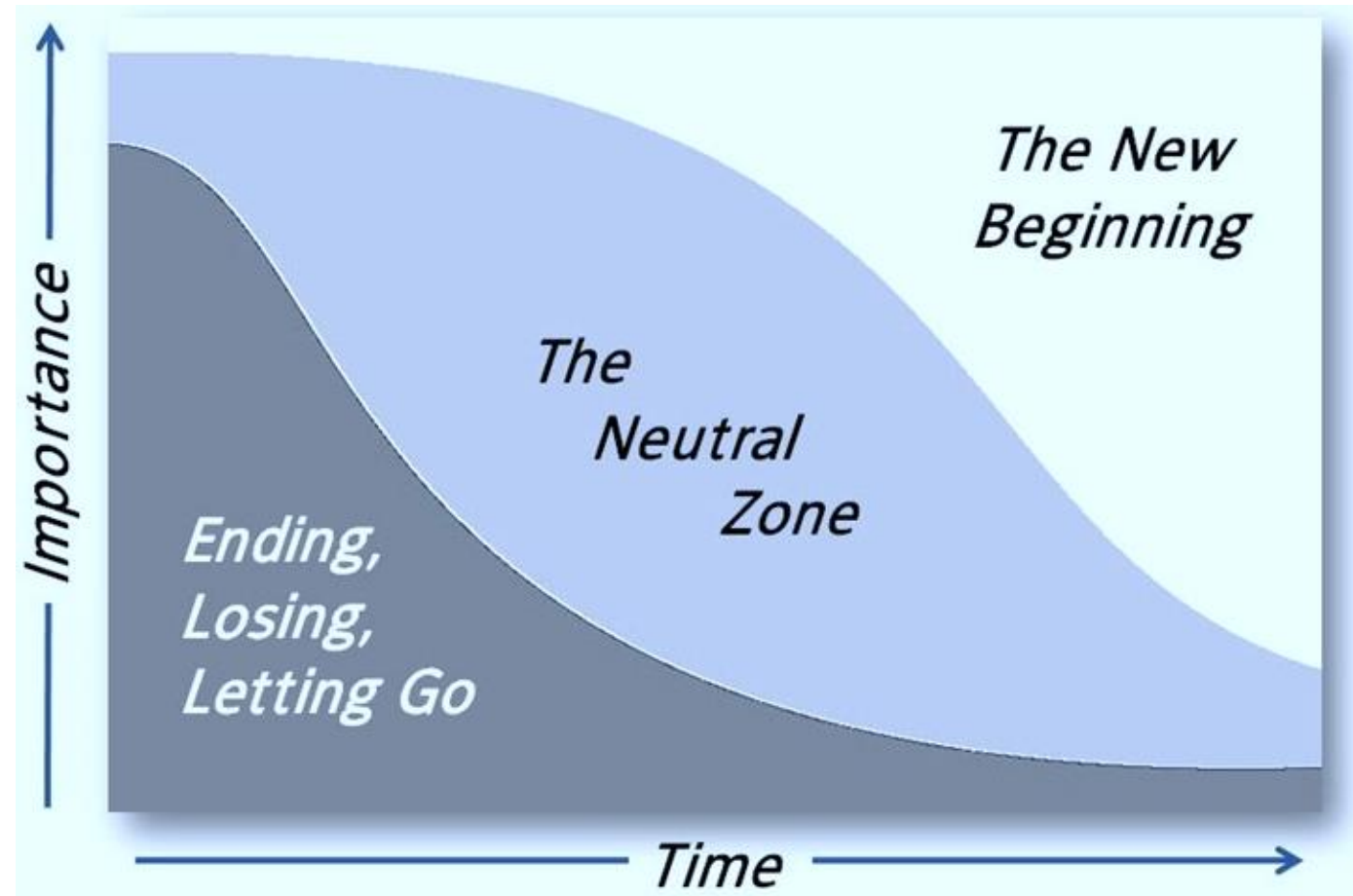
Examples of Change and Transition



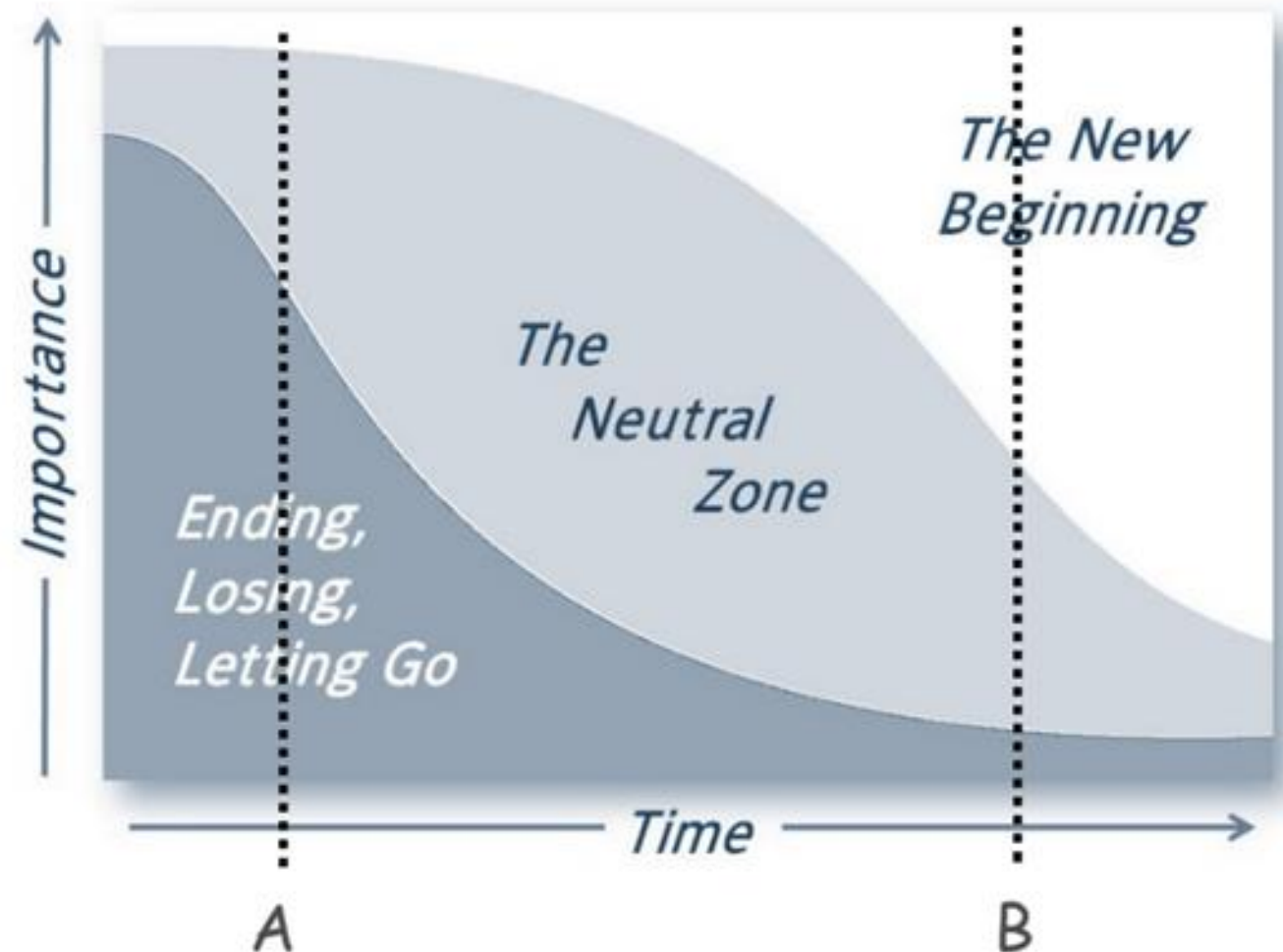
Supporting People through Change and Transition

- Personal transition can accelerate or hold back adaption to change.
- Our feelings about change are just as important as our understandings of it.
- We need our head and heart to be aligned.
- We cannot hope to bring about or embed change successfully if we don't help people to transition.

Bridges Transition Model



How Transition Feels



Supporting Transition

- What are the key issues to be aware of during each of the phases?
- What SHOULDN'T managers/leaders do during this phase?
- What SHOULD they do?

Make it Work at Work

What are you going
to **DO** as a result of
this Power Hour
Session?





Thank You
&
Good Luck