

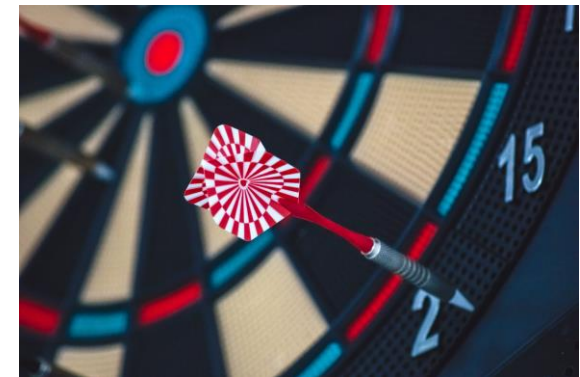


**Manage the
Impact of Change**

Manage the Impact of Change

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

- ✓ Describe why change is difficult
- ✓ Explain the 'Change Curve' that many people experience when dealing with change
- ✓ Suggest practical actions to help people handle each stage of the Change Curve



Step to It!

Old Ways	New Ways
Left = Left	Left = Forward
Right = Right	Right = Back
Forward = Forward	Forward = Right
Back = Back	Back = Left

How did we do?



Step to it – Again!

Old Ways	New Ways
Up = Up	Up = Front
Down = Down	Down = Side
Front = Front	Front = Down
Side = Side	Side = Up

Change is Loss

Security

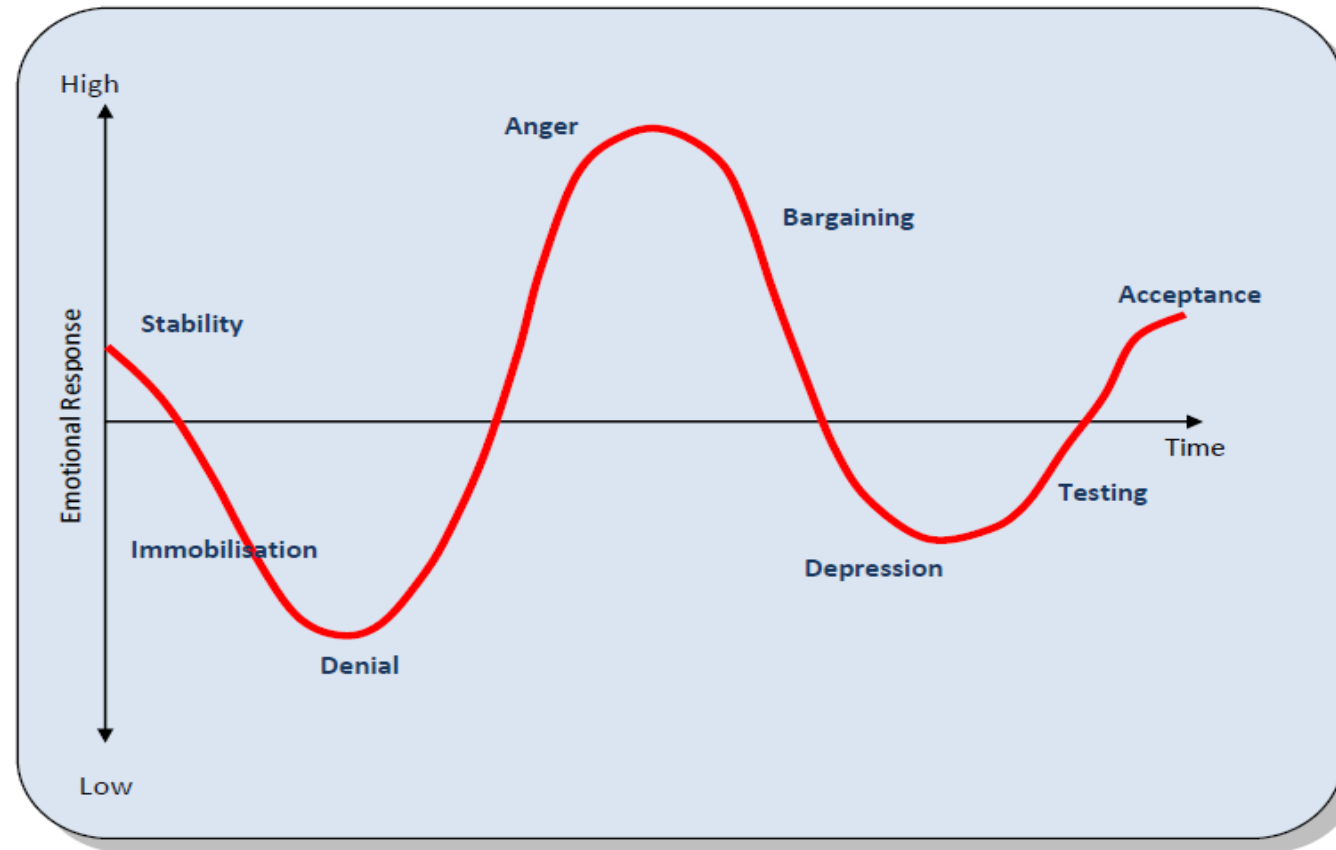
Relationships

Control

Ability

Ownership

The Change Curve



Stability	• People are in their comfort zones
Immobilisation	• People are in shock and simply stop
Denial	• Fearful of the change, people convince themselves that it won't happen
Anger	• People feel upset and annoyed and look for people to blame
Bargaining	• People try to regain some control over the situation
Depression	• People focus on what they have lost
Testing	• People are resigned to the change and start to see how they can make the best of it
Acceptance	• The new way becomes familiar and normal

Helping People Through Change



Make it Work at Work

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





Thank You
&
Good Luck