THRIVING IN CHANGE

Luz Flores Lee, Loving All Of You
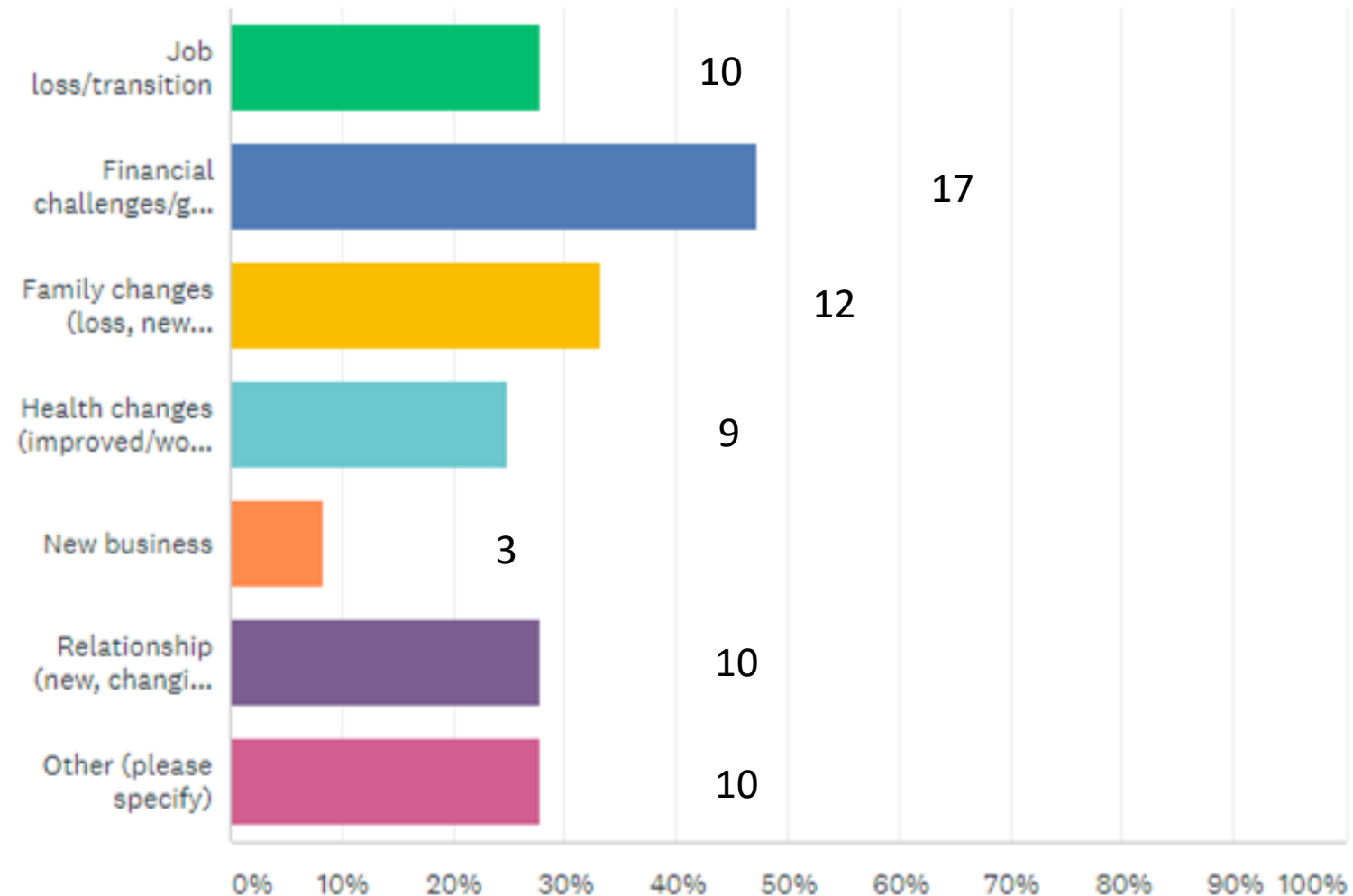
Agenda

❖ Welcome & Overview

❖ Part One: Introduction to Change

❖ Part Two: Thriving in Change

❖ Reflections, Wrap-up, and Next Steps

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INTRODUCTION TO **CHANGE**
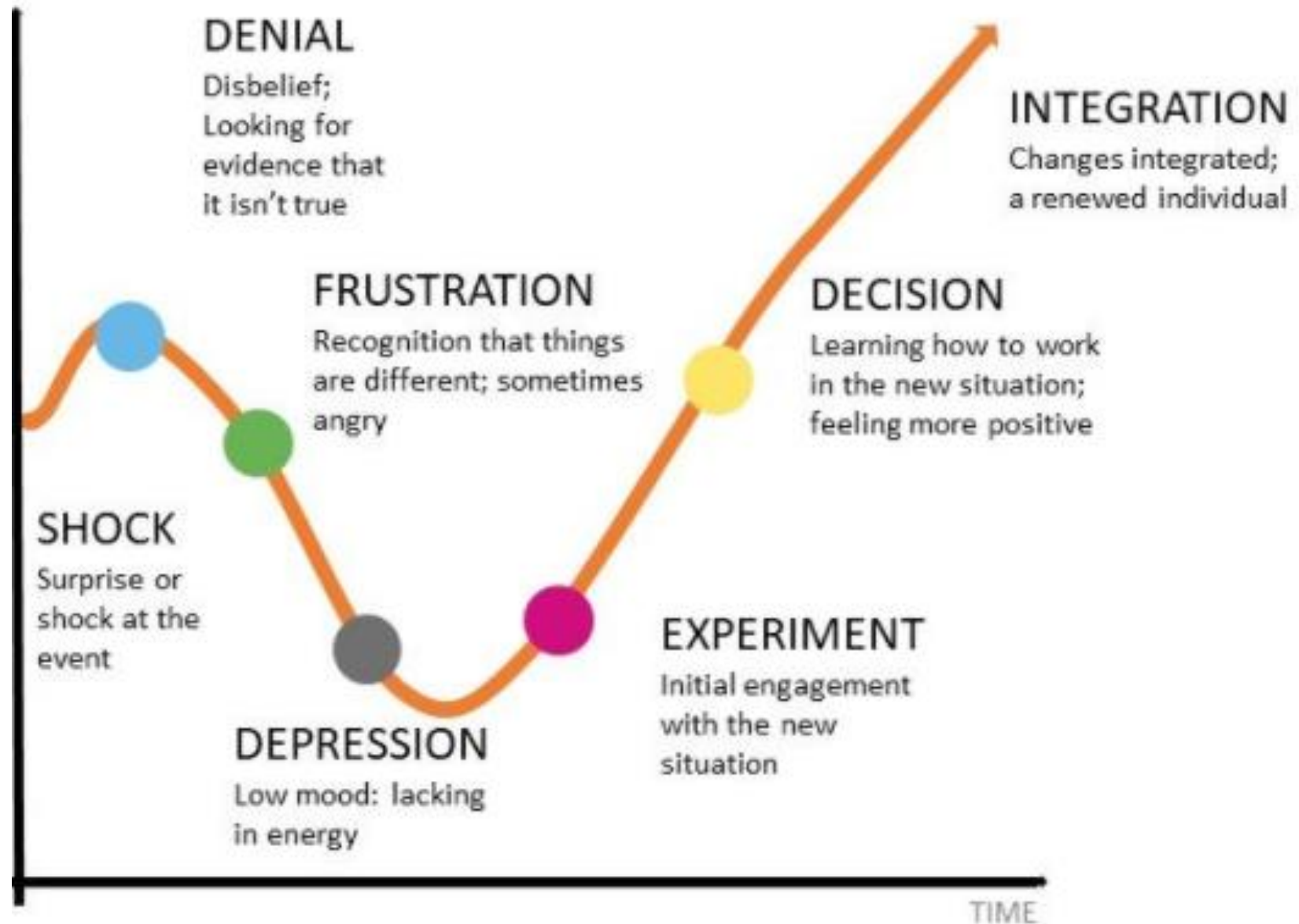
Types of Changes

Which types of changes are you experiencing right now?

Answered: 36   Skipped: 1

Type	Value
Job loss/transition	10
Financial challenges/g...	17
Family changes (loss, new...	12
Health changes (improved/wo...	9
New business	3
Relationship (new, changi...	10
Other (please specify)	10

7 Dynamics of Change

- ➤ People will feel awkward, ill-at-ease, and self-conscious

- ➤ People will initially focus on what they have to give up

- ➤ People will feel alone even if everyone is going through the same change

- ➤ If you take the pressure off, people will revert back to their old behaviour

- ➤ People can handle only so much change

- ➤ People are at different levels of readiness for change

- ➤ People will be concerned about enough resources.

Stages of Change

Kubler-Ross Change Curve

DENIAL
Disbelief;
Looking for
evidence that
it isn't true

INTEGRATION
Changes integrated;
a renewed individual

FRUSTRATION
Recognition that things
are different; sometimes
angry

DECISION
Learning how to work
in the new situation;
feeling more positive

SHOCK
Surprise or
shock at the
event

EXPERIMENT
Initial engagement
with the new
situation

DEPRESSION
Low mood: lacking
in energy

TIME

Coping Strategies

Reflect

How could your approach to change be different using these models?

Which model do you find most helpful? Why?

THRIVING IN **CHANGE**

How to Thrive

The secret of change is
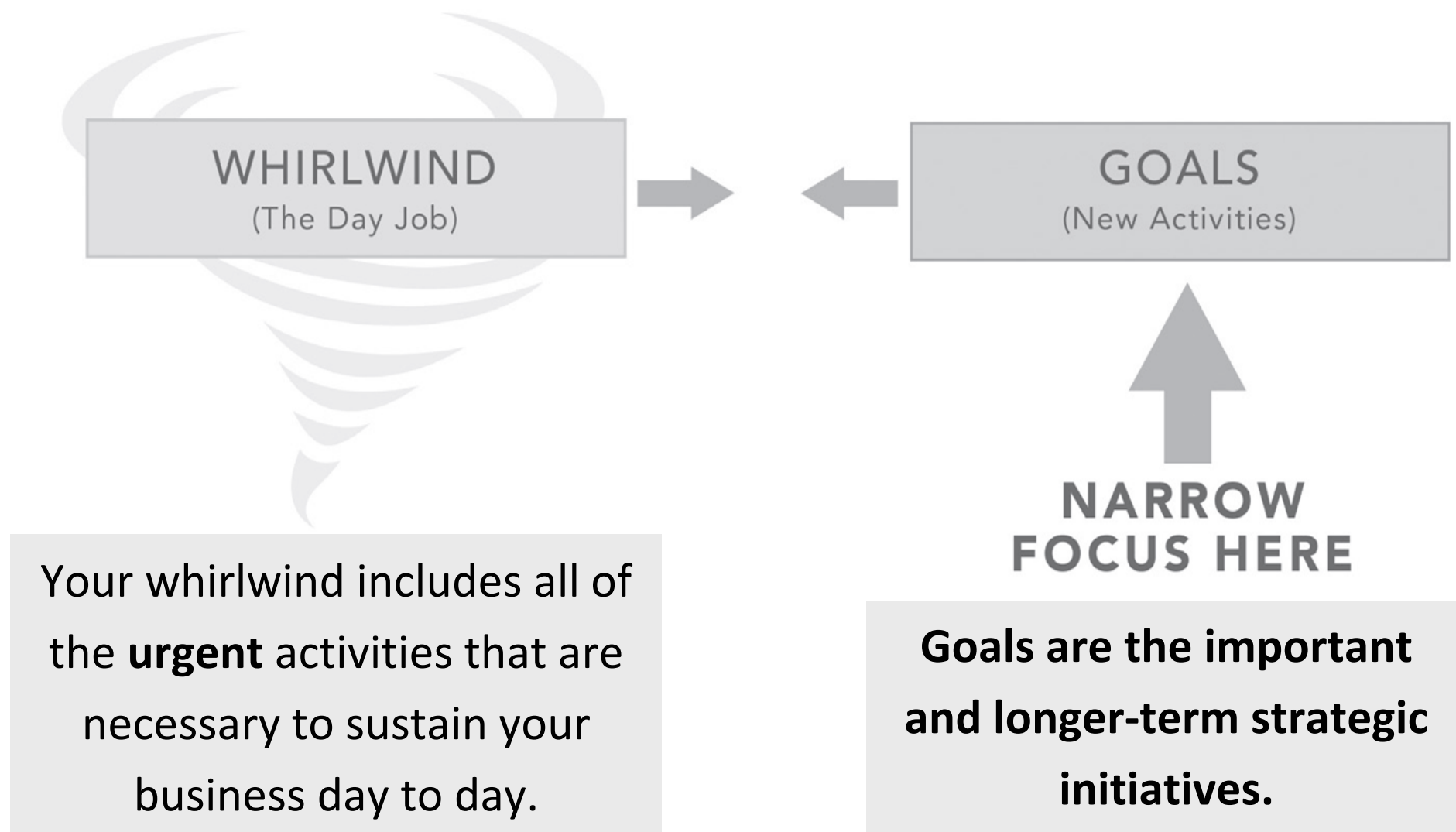to focus all of your energy,
not on fighting the old,
but on building the new.

-Socrates

Definitions of Thriving in Change

Peace

Adjust

Adapt

Balance

Excel

Success

Transition

Failing Fast

Improve

Flourish

Best version of yourself

Recover quickly

Focusing on Goals

WHIRLWIND
(The Day Job)

GOALS
(New Activities)

NARROW
FOCUS HERE

Your whirlwind includes all of the **urgent** activities that are necessary to sustain your business day to day.

Goals are the important and longer-term strategic initiatives.

Prioritization is Key

NUMBER OF GOALS (In addition to the Whirlwind)	2-3	4-10	11-20
GOALS ACHIEVED WITH EXCELLENCE	2-3	1-2	0

Your chances of achieving 2 or 3 goals with excellence are high, but the more goals you try to juggle at once, the less likely you will be to reach them.
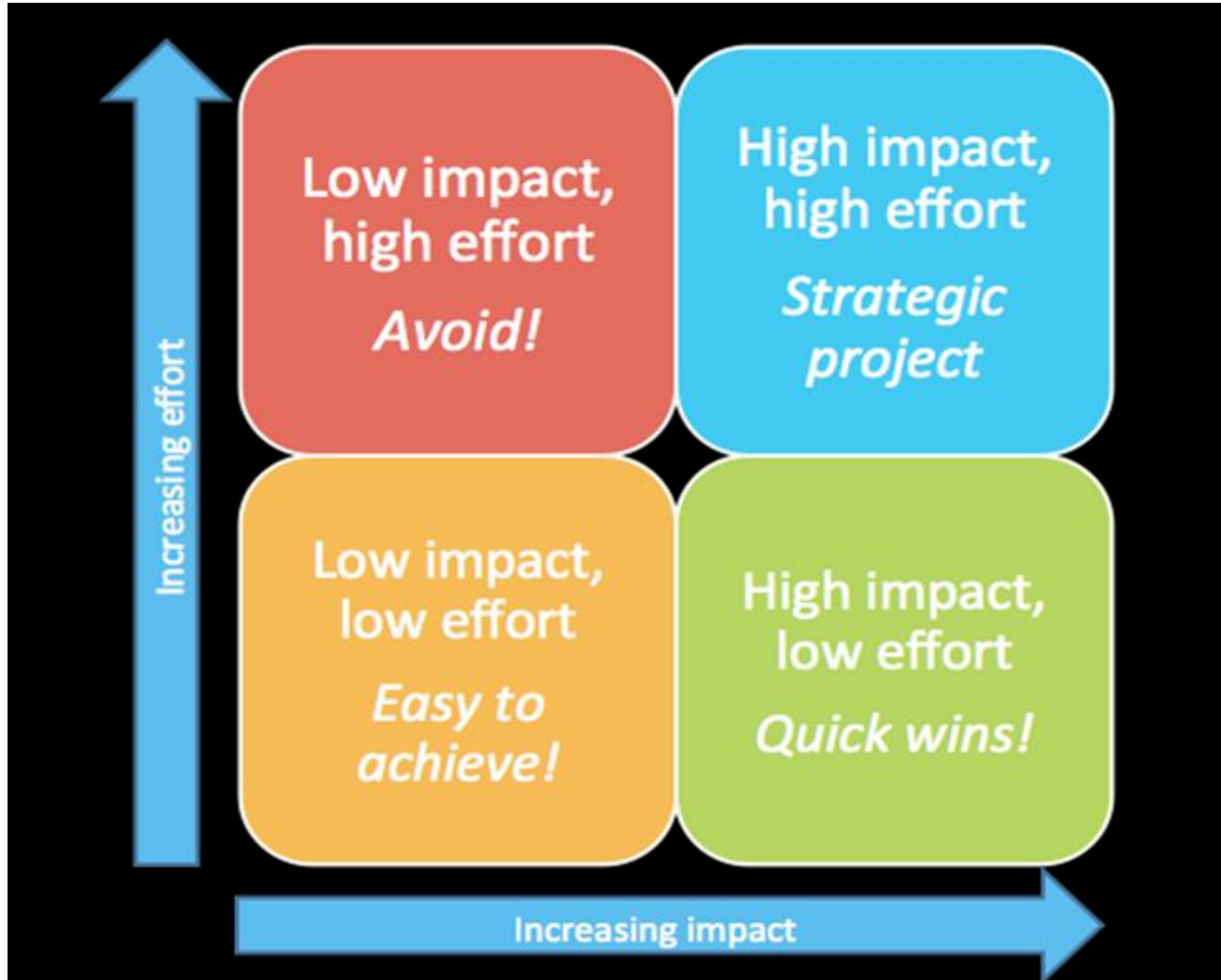
Prioritization – Impact/Effort

Low impact, high effort
Avoid!

High impact, high effort
Strategic project

Low impact, low effort
Easy to achieve!

High impact, low effort
Quick wins!

Increasing effort

Increasing impact
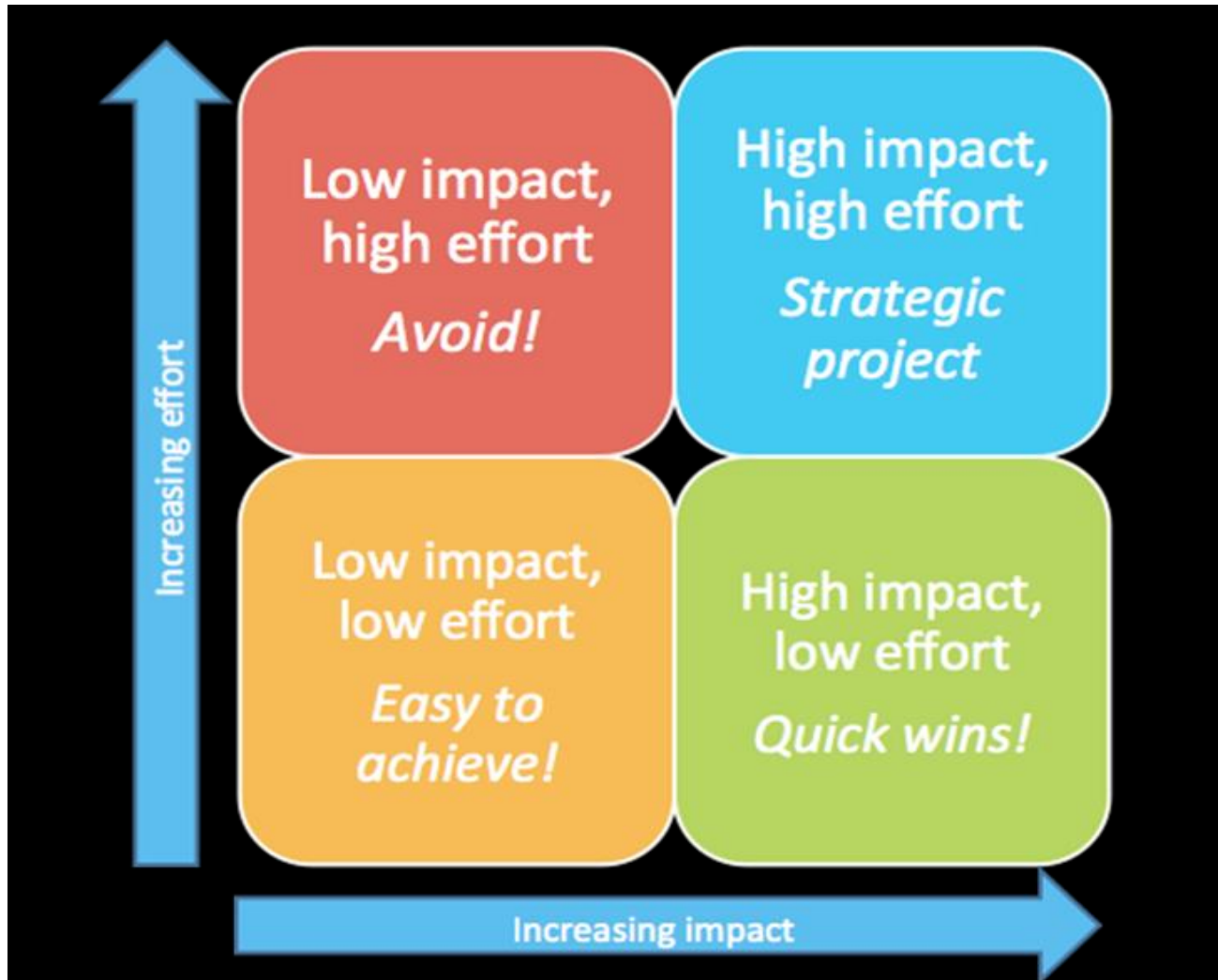
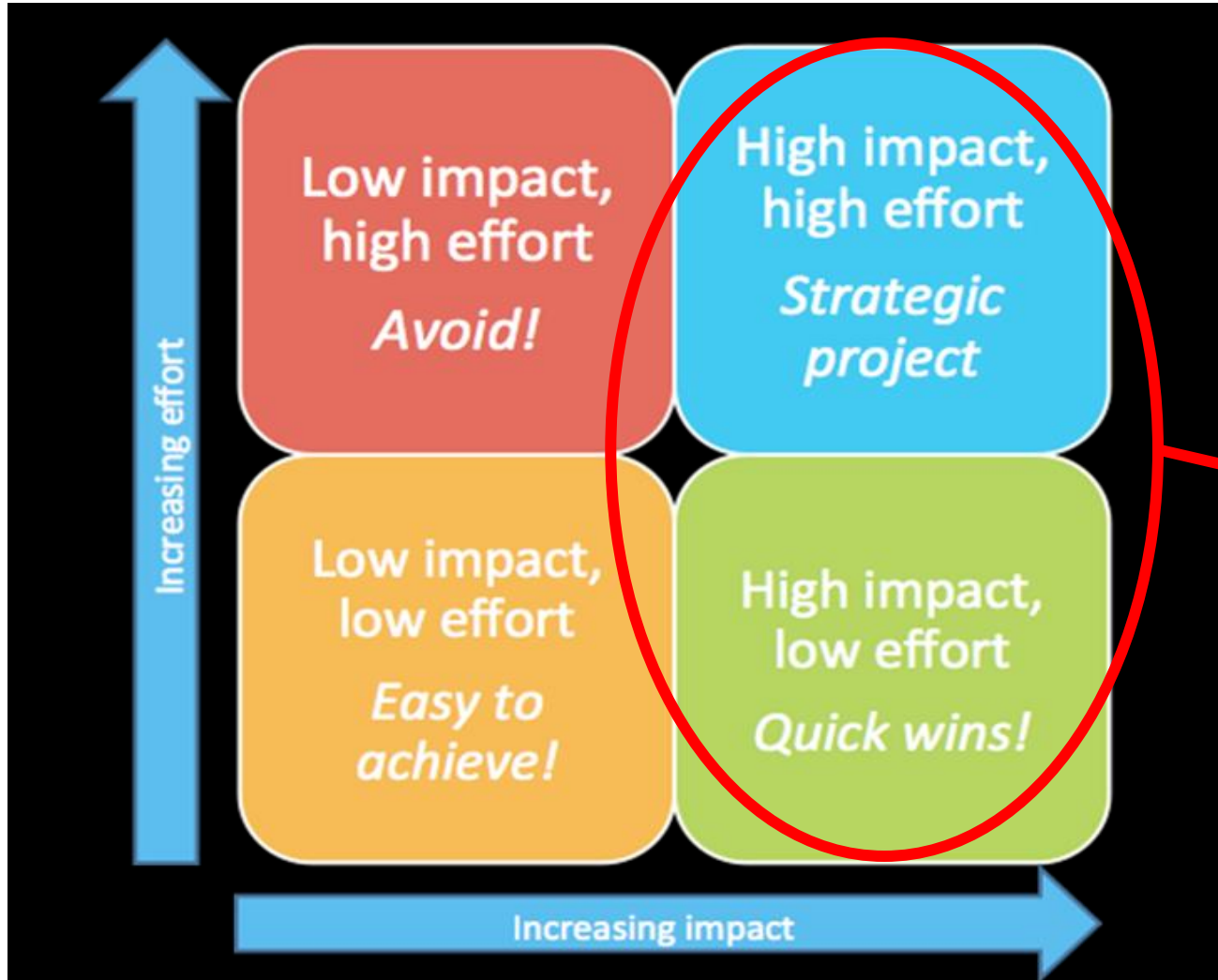-THERE WILL ALWAYS BE MORE GOOD IDEAS THAN THERE IS CAPACITY TO EXECUTE-

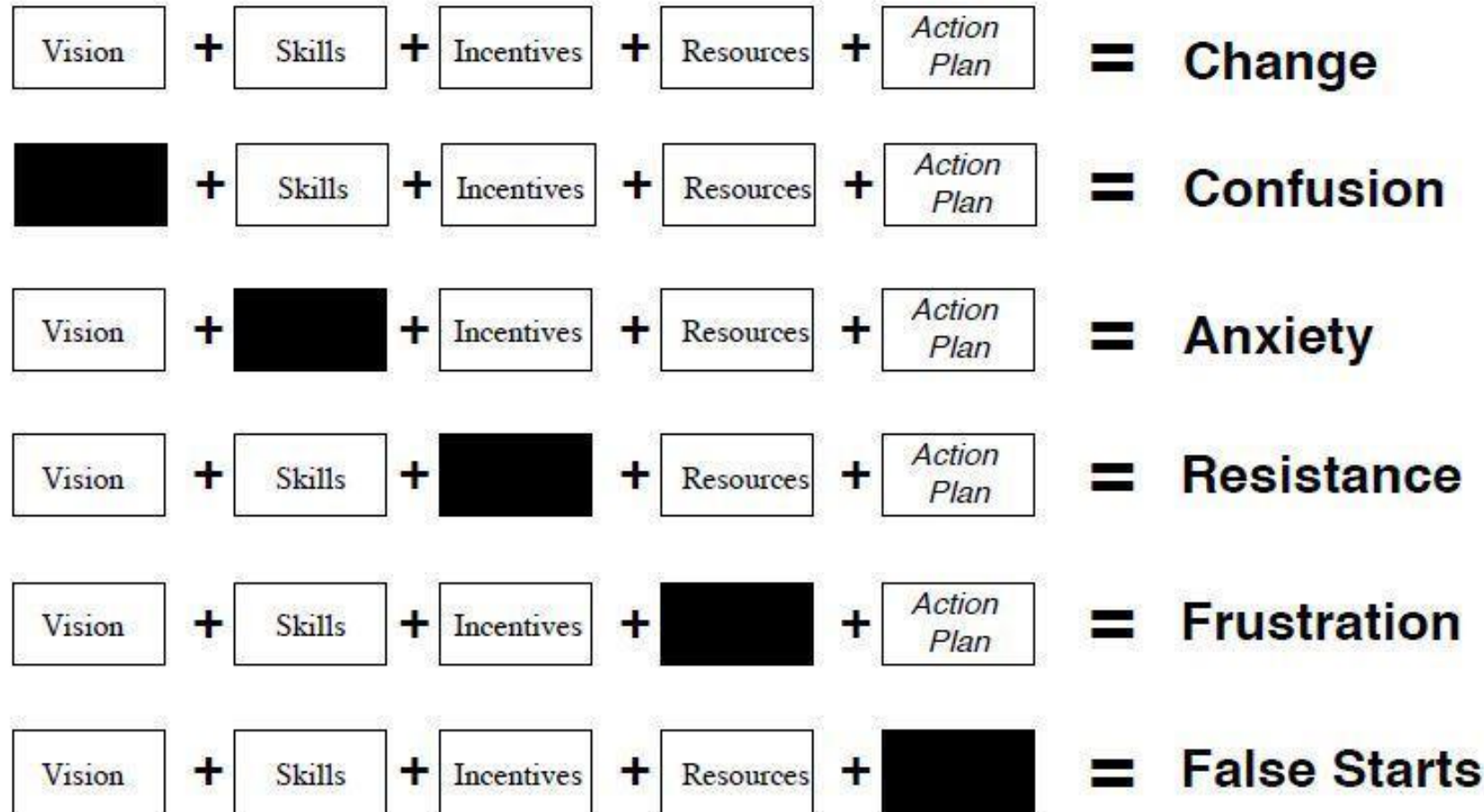# Prioritization: Structuring your day

How are you spending your time now?

What can shift?

Prioritization: Strategic Projects

Focus here

Managing Complex Change

Managing Complex Change

Vision	+ Skills	+ Incentives	+ Resources	+ Action Plan	= **Change**
⬛	+ Skills	+ Incentives	+ Resources	+ Action Plan	= **Confusion**
Vision	+ ⬛	+ Incentives	+ Resources	+ Action Plan	= **Anxiety**
Vision	+ Skills	+ ⬛	+ Resources	+ Action Plan	= **Resistance**
Vision	+ Skills	+ Incentives	+ ⬛	+ Action Plan	= **Frustration**
Vision	+ Skills	+ Incentives	+ Resources	+ ⬛	= **False Starts**

Adapted from Knoster, T., Villa R., & Thousand, J. (2000). A framework for thinking about systems change. In R. villa & J. Thousand (Eds.), Restructuring for caring and effective education: Piecing the puzzle together (pp. 93-128). Baltimore: Paul H. Brookes Publishing Co.

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Managing Complex Change

Step	Definition
Vision	What are the desired outcomes of this project, and how will you measure success?
Skills	What are the current capabilities of our staff in relation to this project, and will they require any further development or training in order to contribute to its success?
Incentives	Why this initiative is important for the organization and how it will benefit both staff and clients.
Resources	What staff, materials, equipment, and tools are required to ensure project success?
Action Plan	How will we get there? Develop a project plan to efficiently and effectively manage the project along the way.

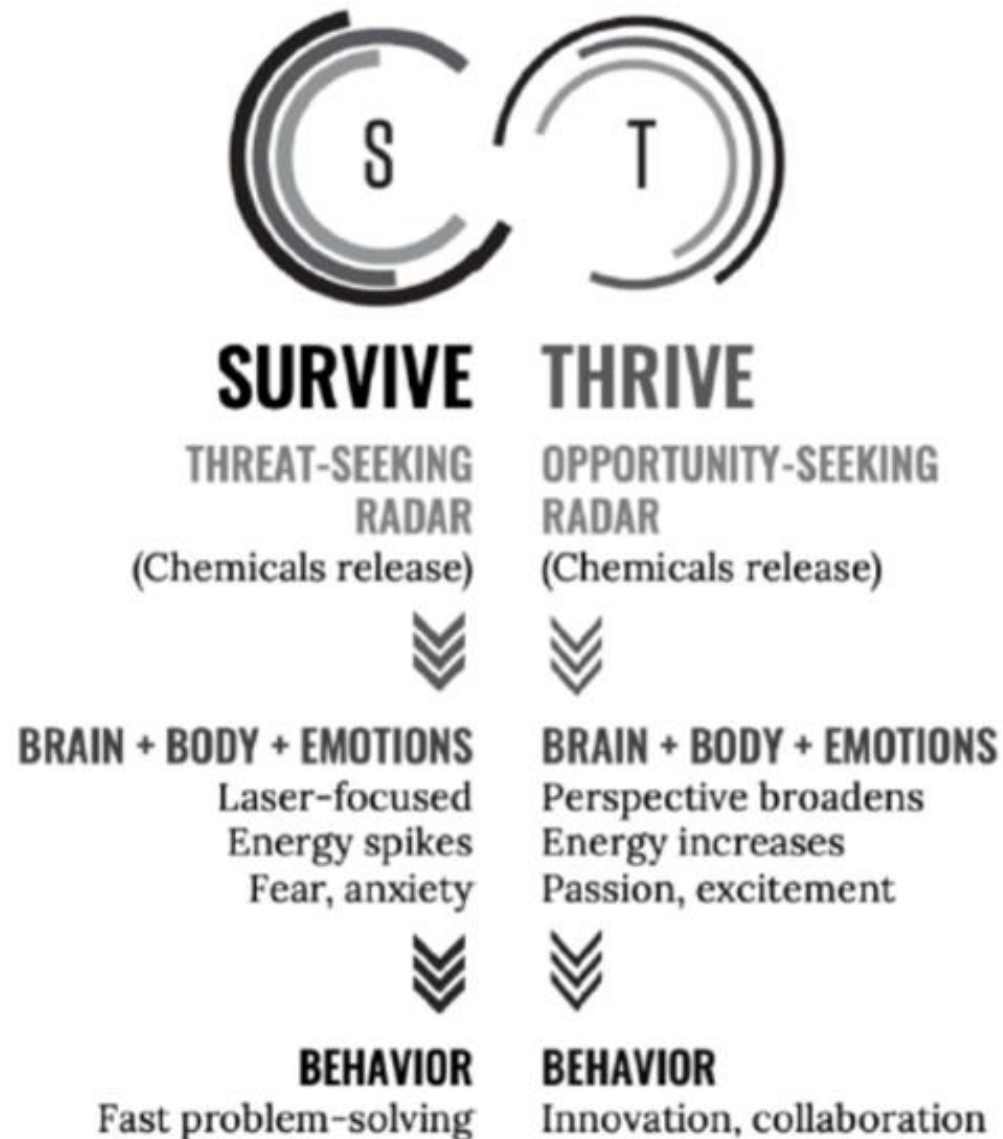Key questions: What additional information would be helpful?

Potential challenges/mitigations: What are some other factors that may influence our ability to successfully implement this project? What can we do to minimize their impact?

TAKE ACTION!

What's one action you'll put into practice based on our workshop today?

Book your free Introductory Coaching Session at:
https://calendly.com/lovingallofyou/introductory-session

FINAL THOUGHTS

SURVIVE

THRIVE

THREAT-SEEKING
RADAR
(Chemicals release)

OPPORTUNITY-SEEKING
RADAR
(Chemicals release)

BRAIN + BODY + EMOTIONS

Laser-focused
Energy spikes
Fear, anxiety

BRAIN + BODY + EMOTIONS

Perspective broadens
Energy increases
Passion, excitement

BEHAVIOR

Fast problem-solving

BEHAVIOR

Innovation, collaboration

Further Information

Project management courses

- PRINCE2®
- APM
- AgilePM®
- PRINCE2 Agile®
- P3O
- Beginners' course
- Business Cases
- PMI Project Management
- Business Cases

Business analysis courses

- BCS Business Analysis
- AgileBA®
- PMI Business Analysis

Agile courses

- AgilePM®
- PRINCE2 Agile®
- Scrum
- AgileBA®
- PMI Agile
- Lean Six Sigma
- Kanban

Change management courses

- APMG Change Management

Programme management courses

- MSP®

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