

THRIVING IN CHANGE

Luz Flores Lee, Loving All Of You



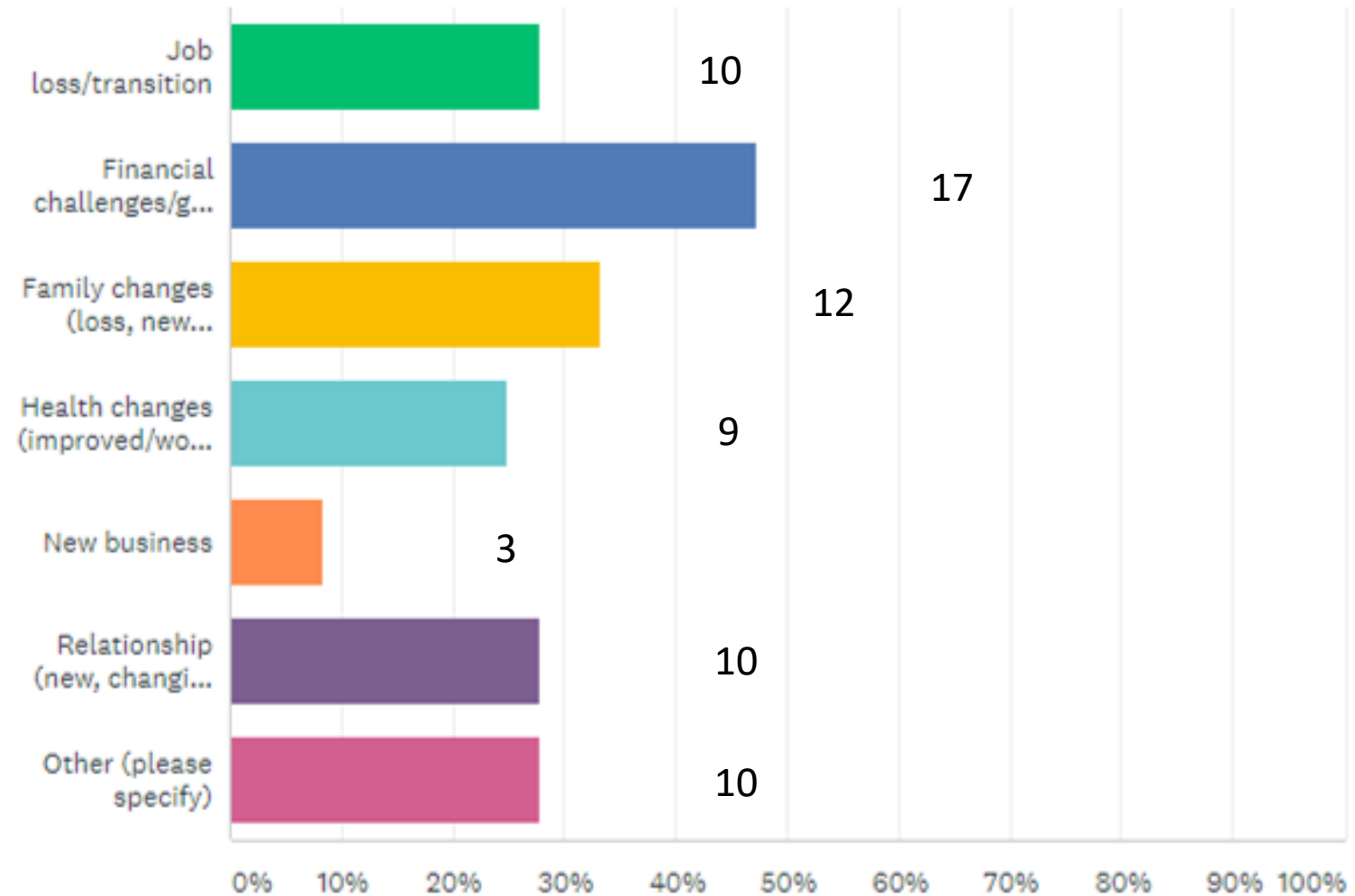
- ❖ Welcome & Overview
- ❖ Part One: Introduction to Change
- ❖ Part Two: Thriving in Change
- ❖ Reflections, Wrap-up, and Next Steps

INTRODUCTION TO CHANGE

Types of Changes

Which types of changes are you experiencing right now?

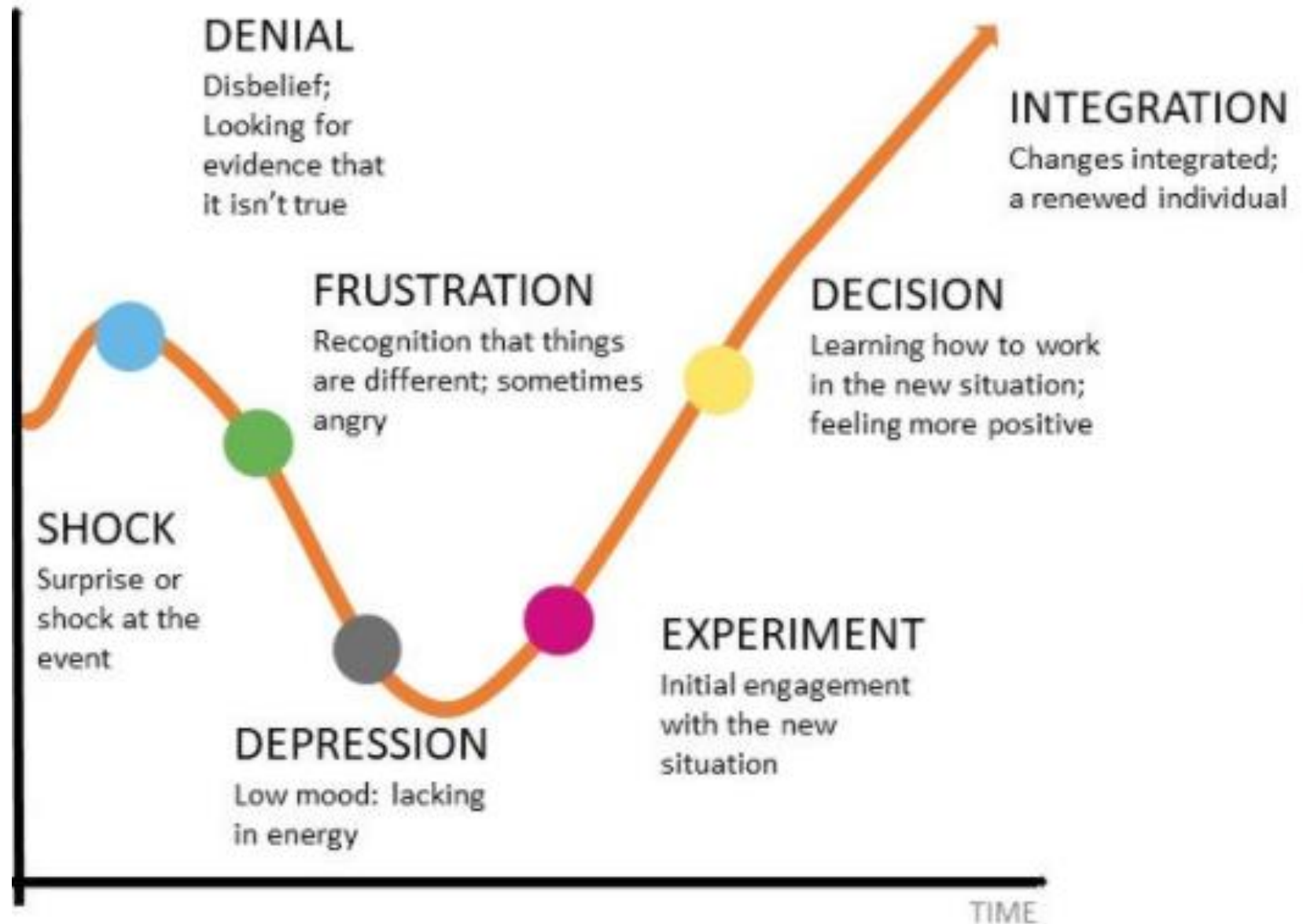
Answered: 36 Skipped: 1



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.

Kubler-Ross Change Curve



Coping Strategies





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

Which model do you find most helpful? Why?

THRIVING IN CHANGE

*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

Transition

Adjust

Failing Fast

Adapt

Improve

Balance

Flourish

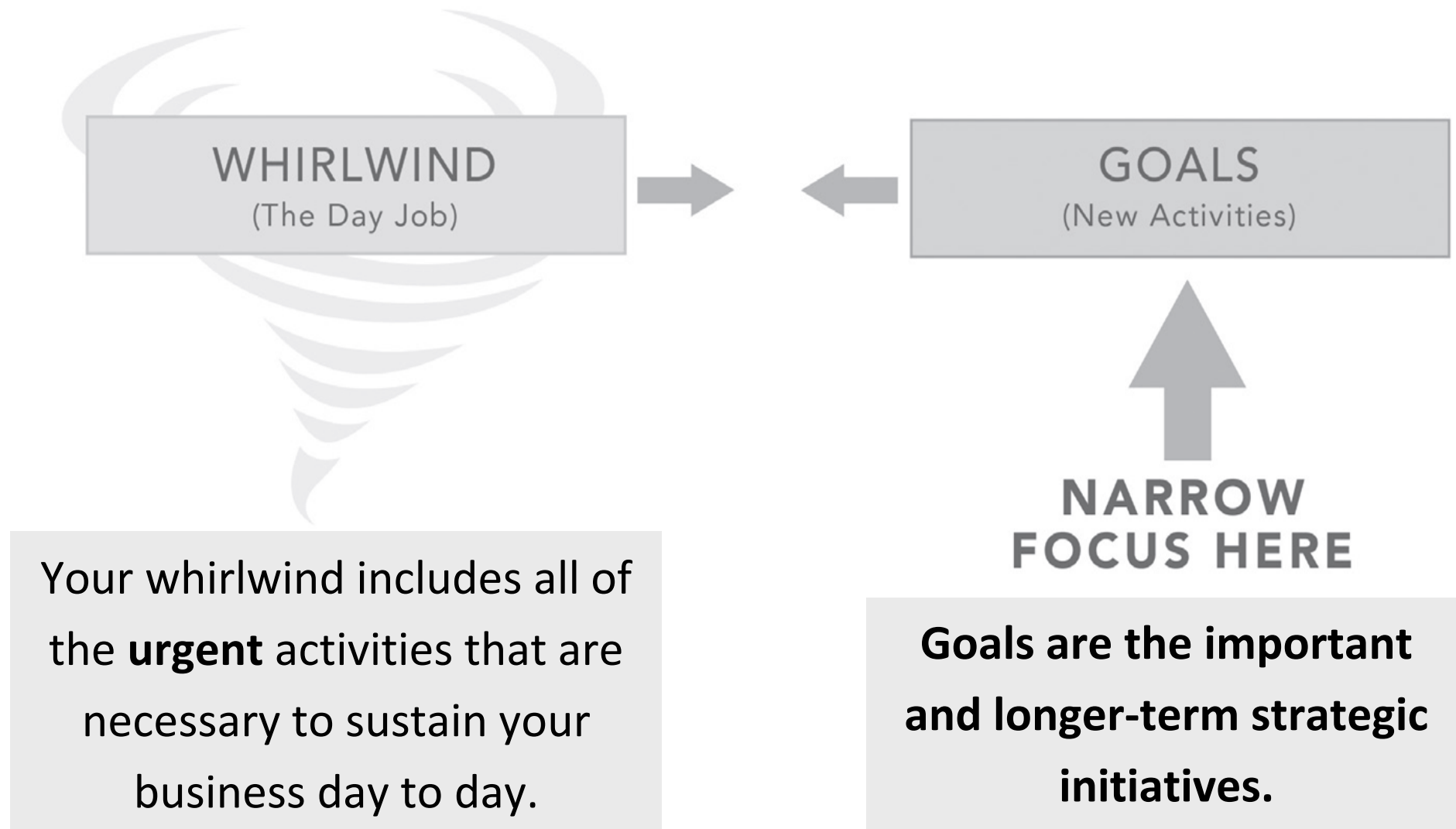
Excel

Best version of
yourself

Success

Recover quickly



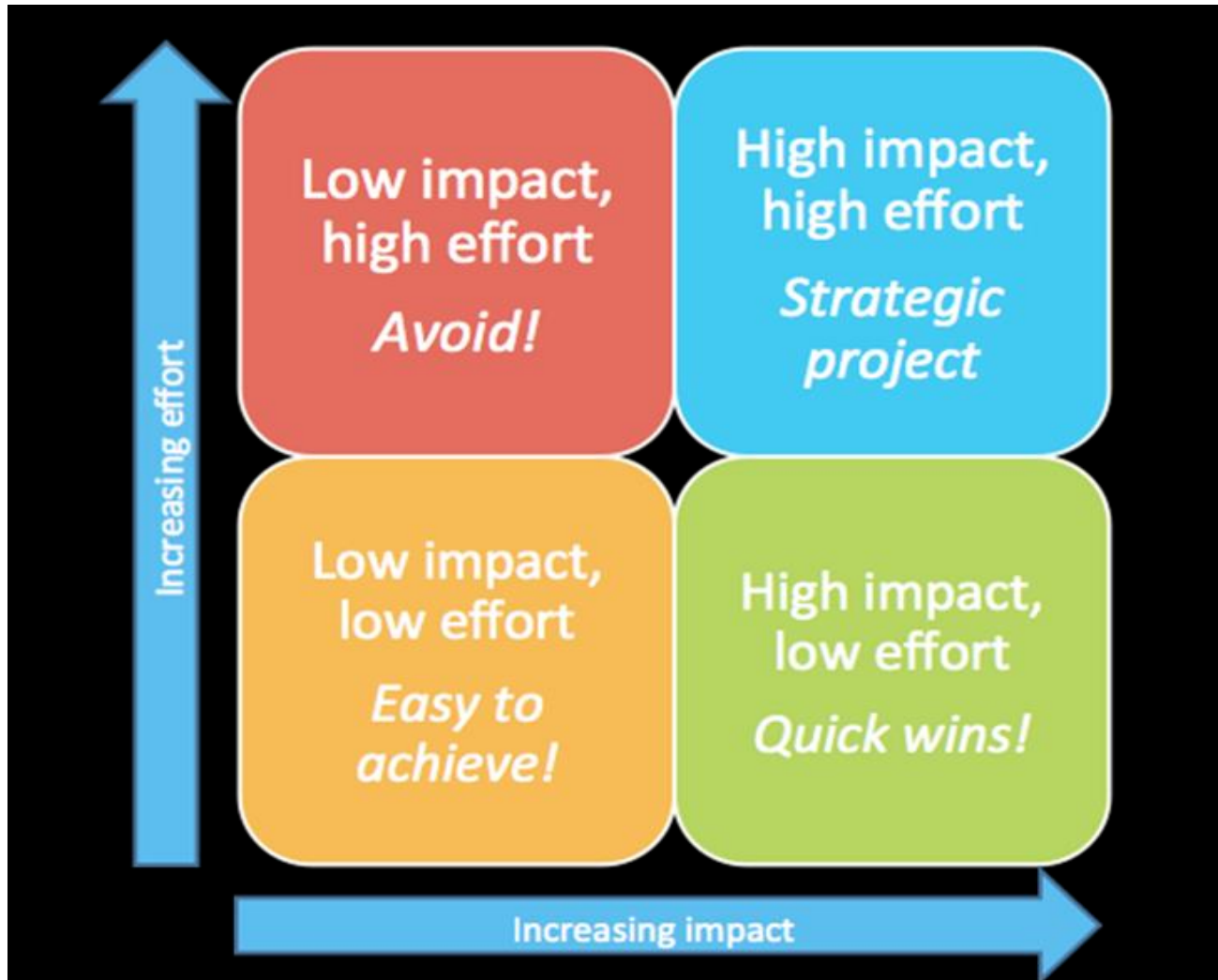


Prioritization is Key

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

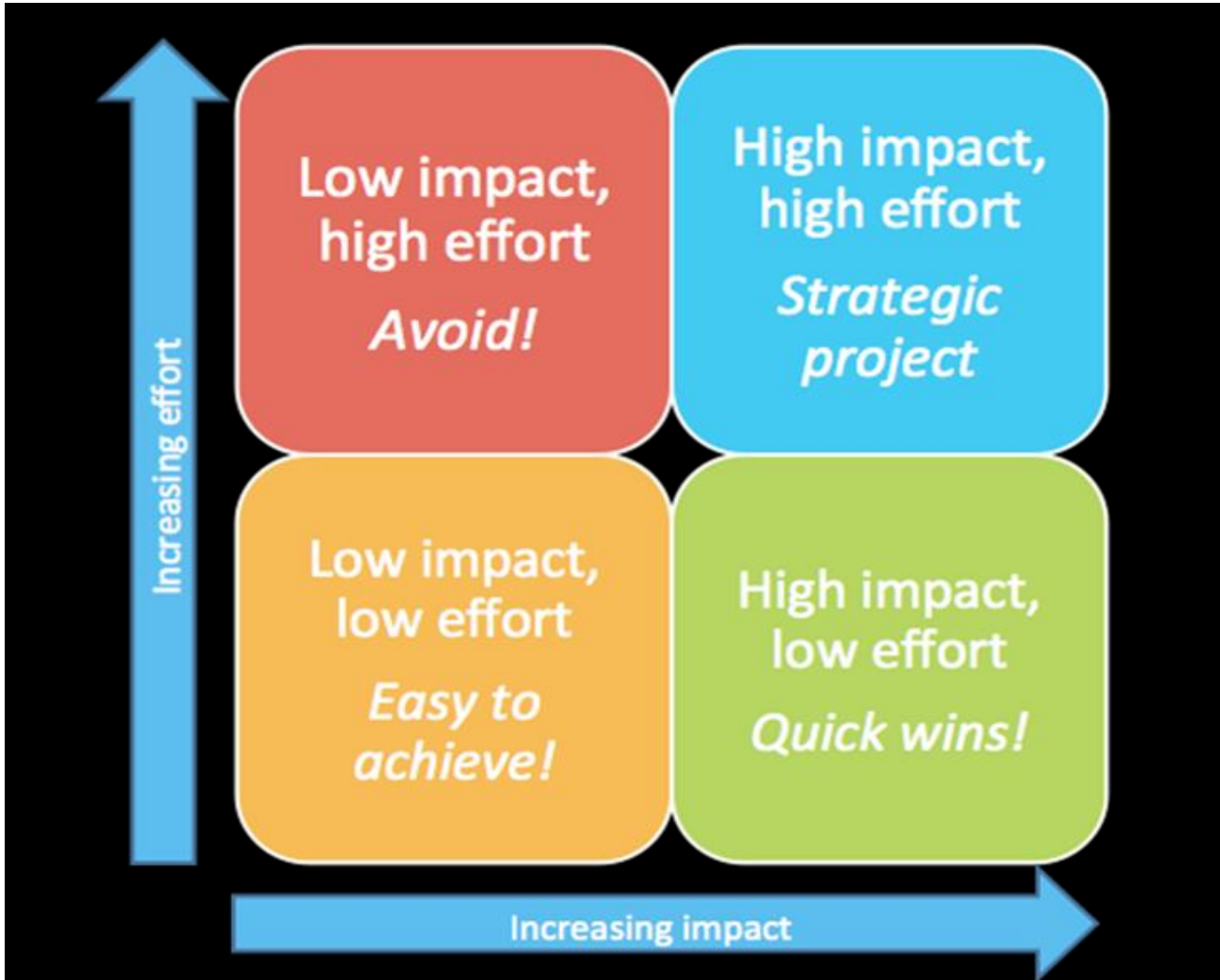
Your chances of achieving 2 or 3 goals with excellence are high, but the more goals you try to juggle at once, the less likely you will be to reach them.

Prioritization – Impact/Effort



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

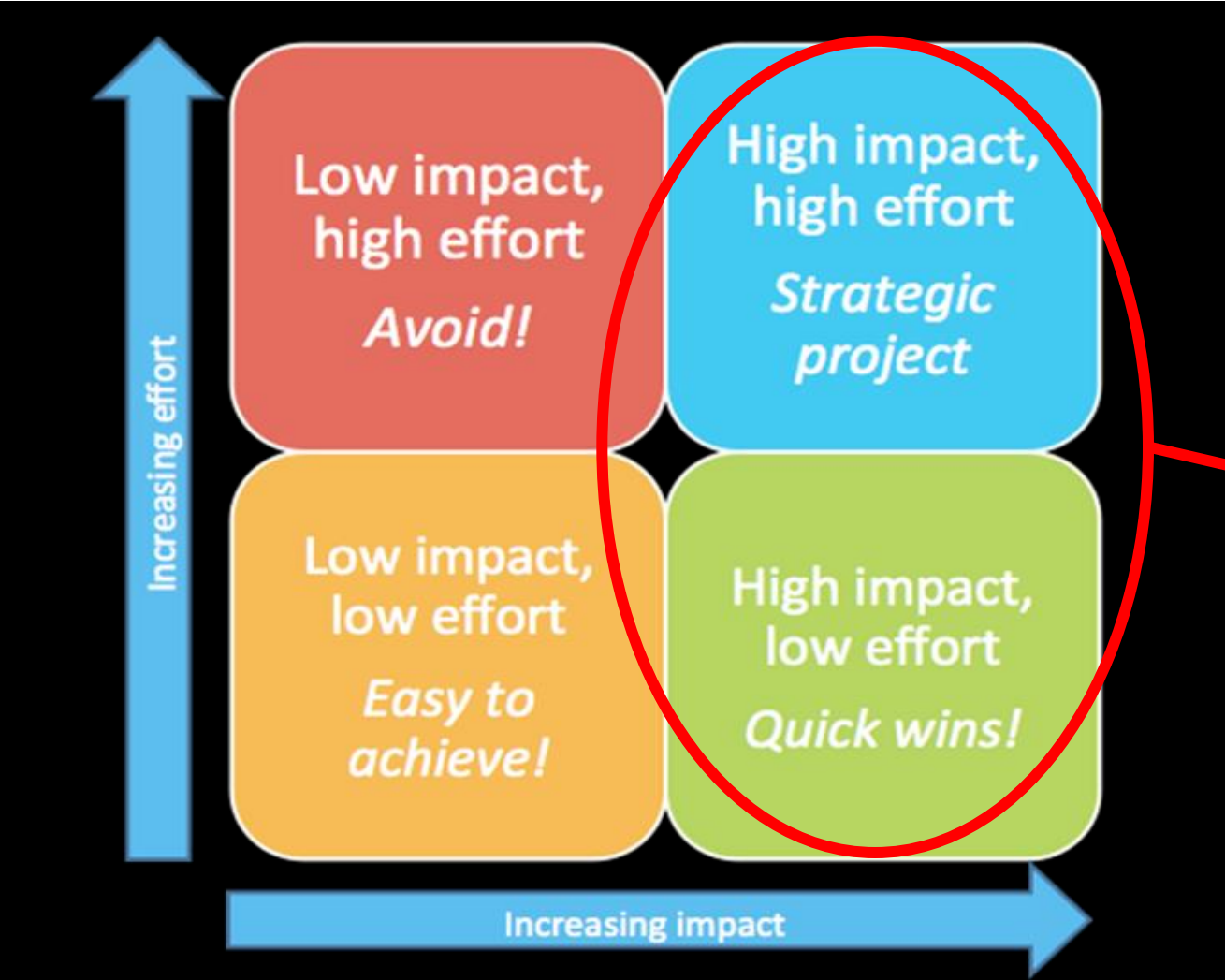
Prioritization: Structuring your day



How are you spending your time now?

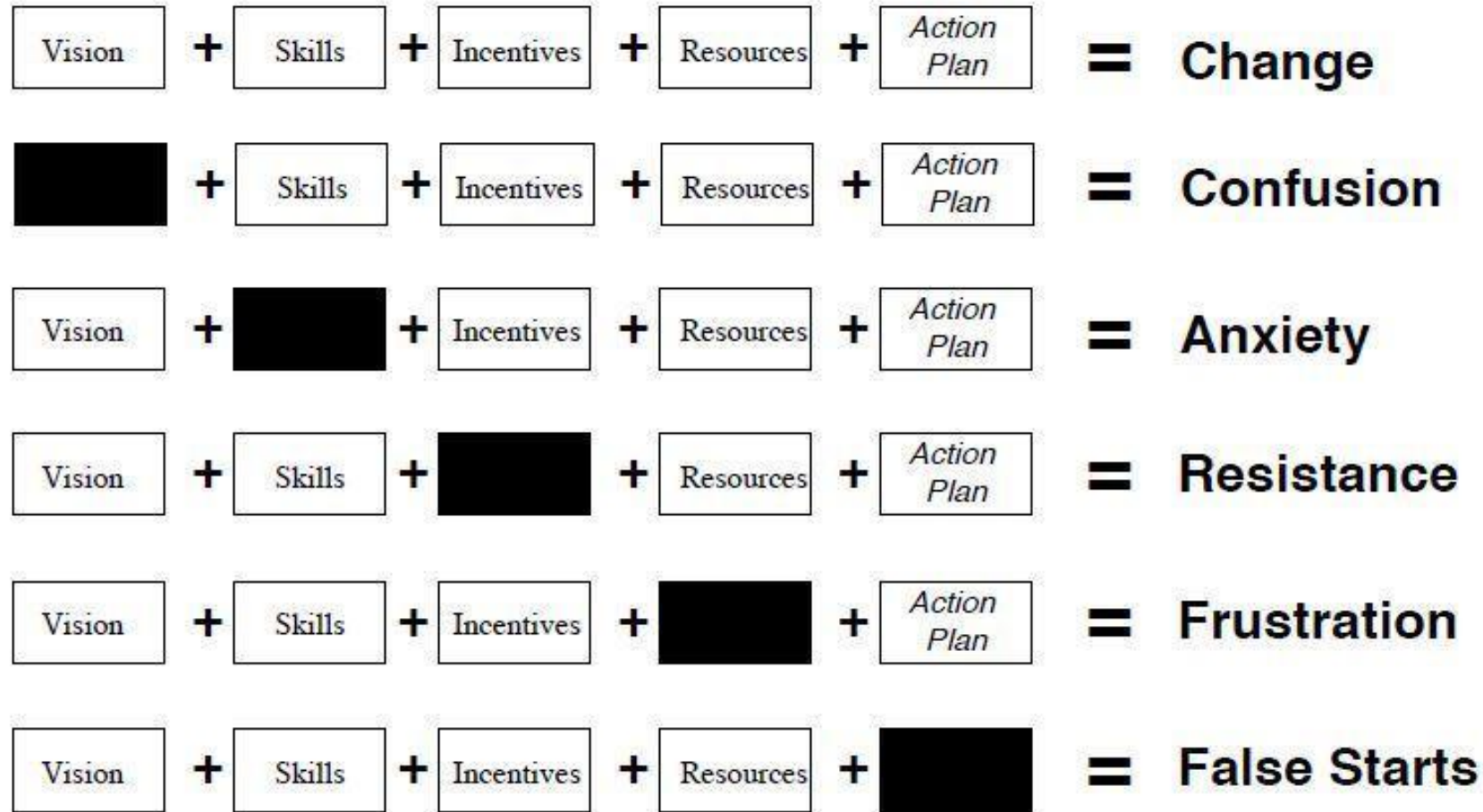
What can shift?

Prioritization: Strategic Projects



Focus here

Managing Complex Change



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.

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?



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

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

FINAL THOUGHTS



SURVIVE

THREAT-SEEKING
RADAR
(Chemicals release)



BRAIN + BODY + EMOTIONS

Laser-focused
Energy spikes
Fear, anxiety



BEHAVIOR

Fast problem-solving

THRIVE

OPPORTUNITY-SEEKING
RADAR
(Chemicals release)



BRAIN + BODY + EMOTIONS

Perspective broadens
Energy increases
Passion, excitement



BEHAVIOR

Innovation, collaboration

Thank
you!!!

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[®]

Contact us



+44 (0)20 7039 3679
info@agilekrc.com

Contact us for details about our
[Agile Solutions](#)

agilekrc.com



+44 (0)207 148 5985
info@knowledgetrain.co.uk

Contact us for details about our
[Change Management training courses](#)

www.knowledgetrain.co.uk