

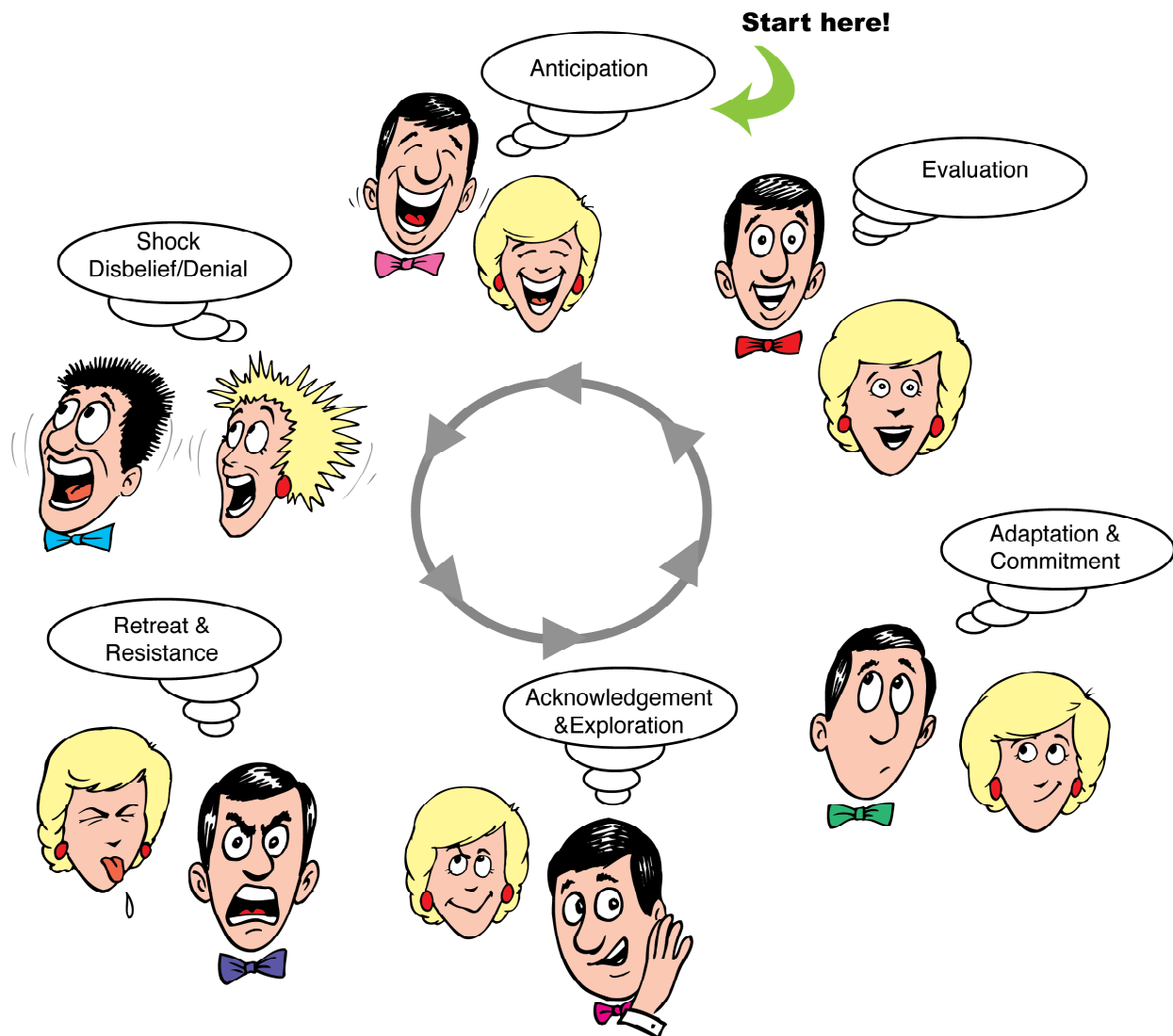
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Tools For Change

Secrets To Personal & Organization Transformation

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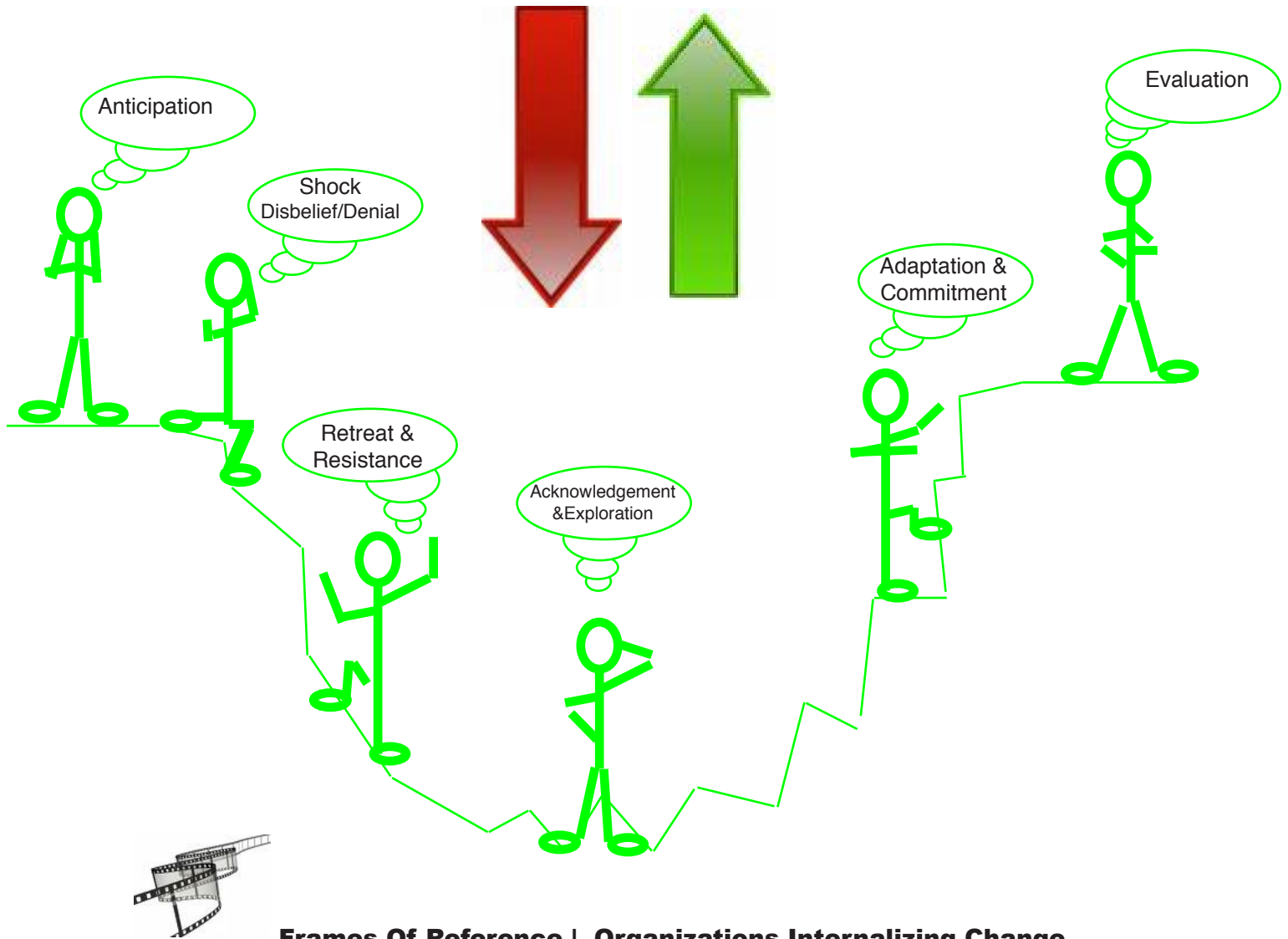
People Facing Change



Frames Of Reference | The Individual Internalizing Change

- Change is something we may choose or have it thrust upon us.
- Transition is our mind and body's internalization of the external forces of change
- Once we realize we are faced with the inevitable impact of a change, the true work begins
- Our reaction to a change is the brain's signal that something is about to be different- it is natural to react with resistance
- Change and transition are stressful, disturbing and often challenging to address
- If left unaddressed, internalization of change may contribute to the demise of our business.
- Many times we want change, and we still pass through the cycle
- Change is like gravity --we are often unaware of its effects, but without it, especially in business, it powerfully effects us
- How we choose to internalize or take charge of change from within, makes all the difference in our success
- We can make it harder or we can make it easier on ourselves. It is our choice
- We are human, we resist change, even when we want the change
- We move through stages of acceptance --it is a process all humans go through
- The sooner we embrace the stage we are in, we can look forward to the next stage and possibly experience some relief
- Where are you in your most recent or larger change/transition within your business?
- How will you help yourself internalize your change?

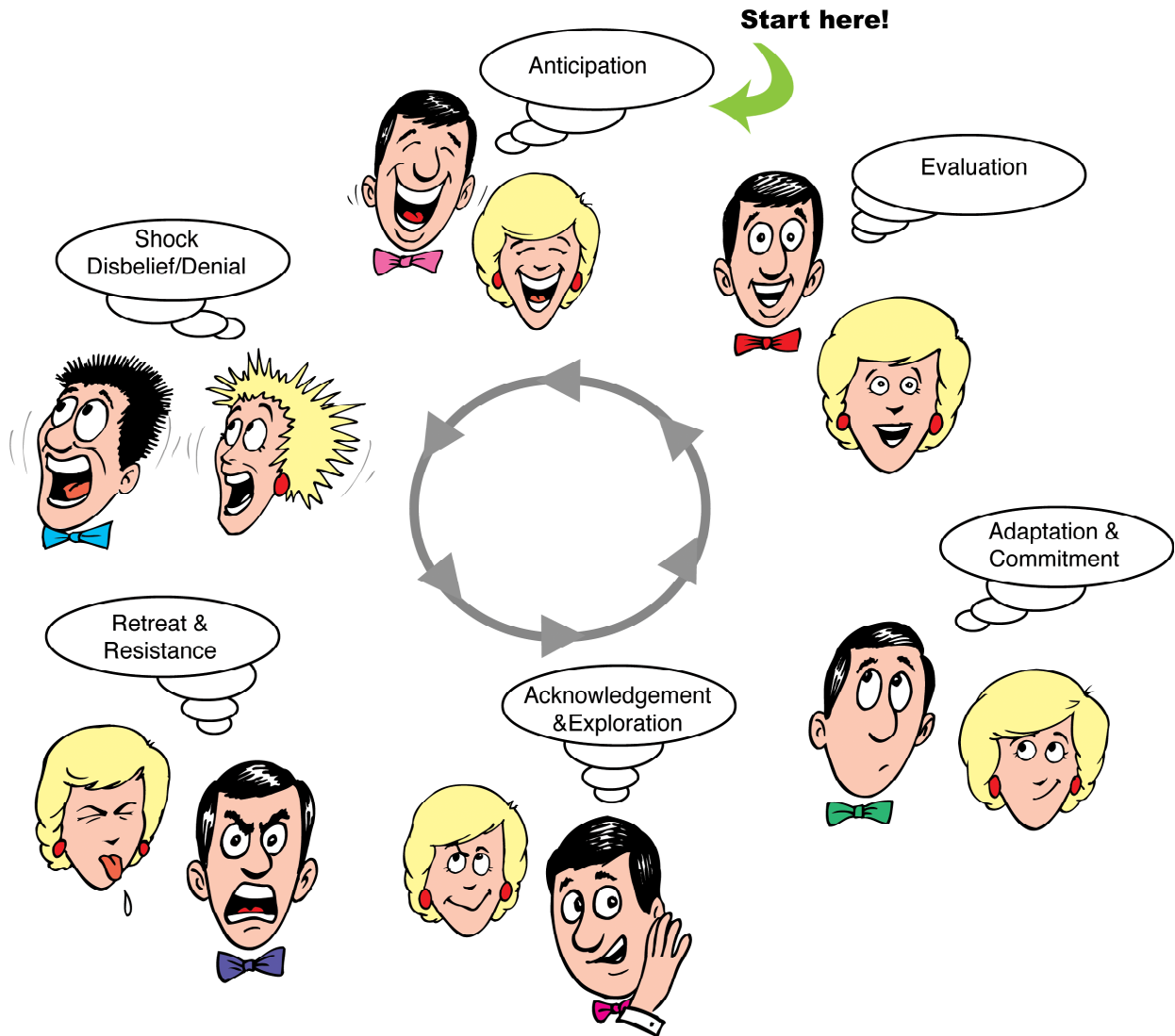
Breaking down to break through



Frames Of Reference | Organizations Internalizing Change

- Change is something we may choose or have it thrust upon us.
- Change is difficult to lead and often leads to disruption in business and dysfunction
- If not addressed, can lead to permanent solutions to temporary problems
- Once we realize we are faced with the inevitable impact of a change, the true work begins
- Our reaction to a change is the brain's signal that something is about to be different- it is natural to react with resistance
- An organization's reaction to change and transition takes longer and is more difficult to wrangle than individual's
- Change and transition are stressful, disturbing and often challenging to address, especially as a group
- Many times we want change, and we still pass through the cycle
- Change is like gravity --we are often unaware of its effects, but without it, especially in business, it has a powerful impact
- How we choose to internalize or take charge of change from within, makes all the difference in our success
- We can make it harder or we can make it easier on ourselves. It is our choice
- We are human, we resist change, even when we want the change
- We move through stages of acceptance --it is a process all humans go through
- The sooner we embrace the stage we are in, we can look forward to the next stage and possibly experience some relief
- Where is your organization you in reaction to change/transition?
- How will you help your organization internalize change?
- How does this change benefit you?

People Facing Change



A 10,000 Year Old Dilemma

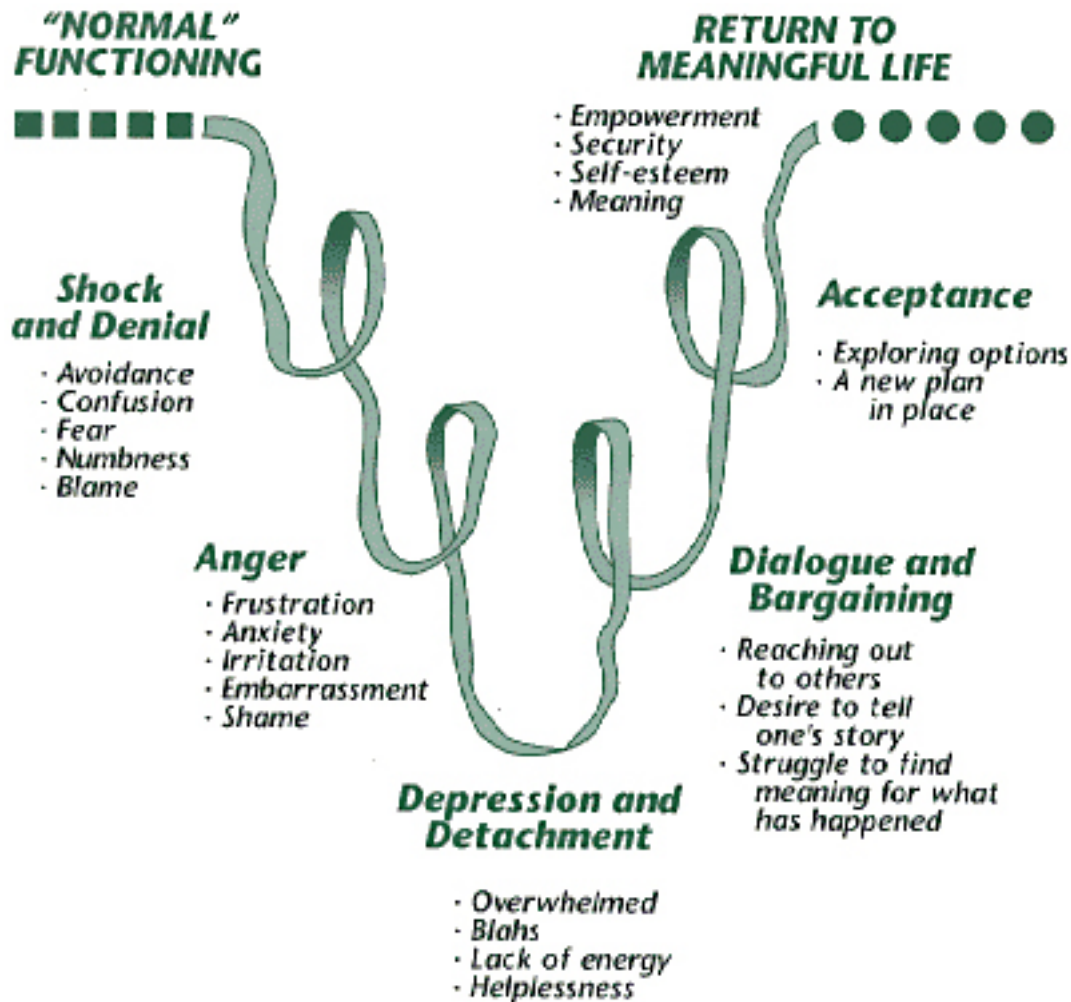
DUALITY OF CHANGE

The Chinese written language presents an interesting way of thinking about change. The Chinese character for crisis, which is often what a significant change feels like, is a combination of two characters: the character for danger and the character for opportunity.

Danger 危 機

Opportunity 機 會

Why Change Is Difficult



Change Can Feel Like A Tragedy Or Even A Death

Dr. Elisabeth Kubler Ross in her 1969 book "On Death and Dying", describes, in five discrete stages, a process by which people allegedly deal with grief and tragedy. Originally Kubler-Ross applied these stages to people suffering from terminal illness, and later to any form of catastrophic personal loss (job, income, freedom) Kübler-Ross also claimed these steps do not necessarily come in the order.

The stages are known as the Five Stages of Grief.

- 1 - Denial: Example - "I feel fine."; "This can't be happening, not to me!"
- 2 - Anger: Example - "Why me? It's not fair!"; "How can this happen to me!"; "Who is to blame?"
- 3 - Bargaining: Example - "Just let me live to see my children graduate."; "I'll do anything for a few more years."; "I will give my life savings if..."
- 4 - Depression: Example - "I'm so sad, why bother with anything?"; "I'm going to die . . . What's the point?"; "I miss my loved one, why go on?"
- 5 - Acceptance: Example - "It's going to be okay."; "I can handle it with change"; "I can't fight it, I may as well prepare for it."

Change and Transition | Internal Transformation/Transition

