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Mar 31, 2022 Transforming Talent Insights - Issue #58 Barriers to Transformation: The ...

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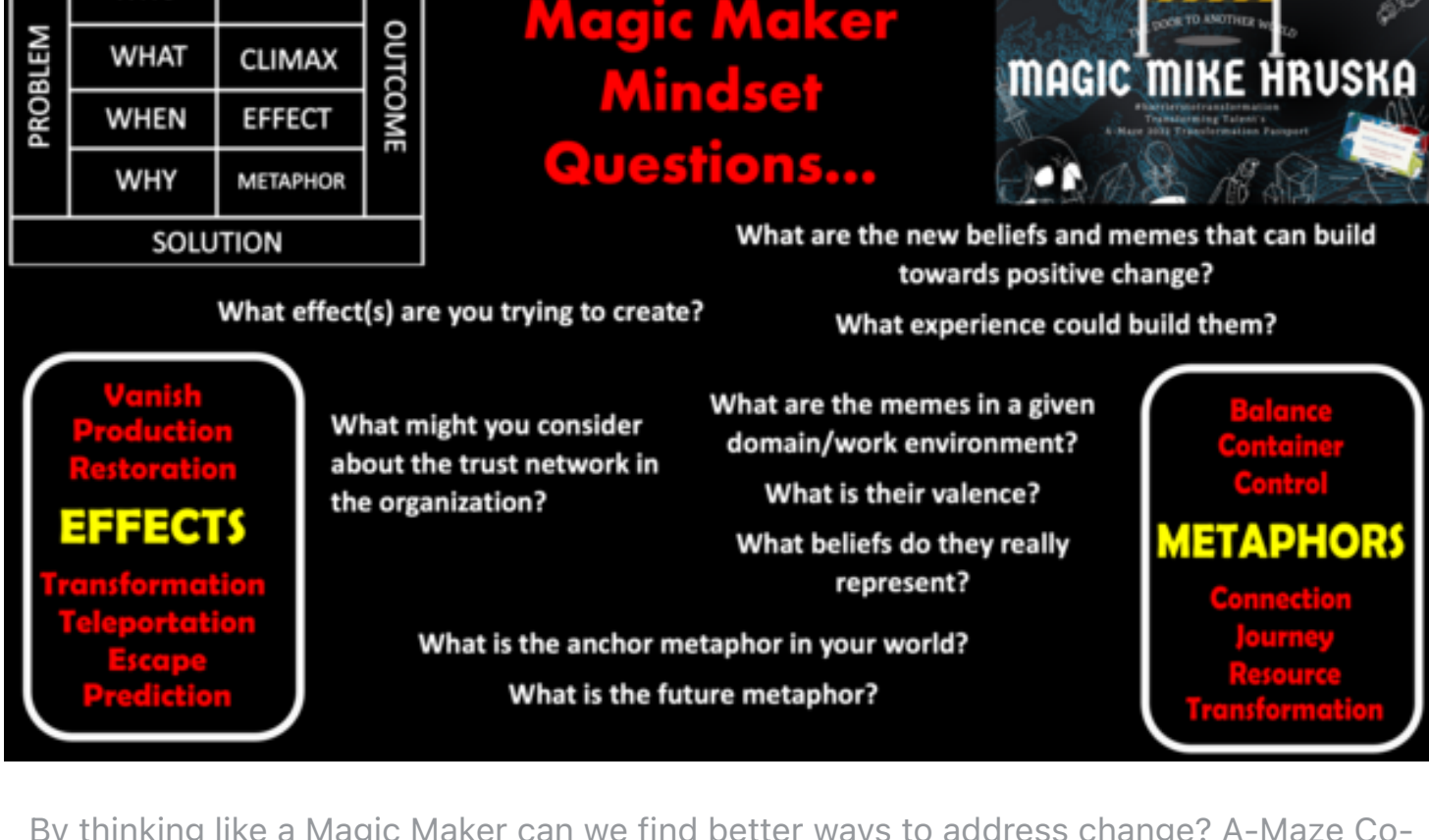
Elizabeth M. Lembke - Chief Talent Navigator (HR Consultant) @elizabethlembke

The Magical Magnetic Pull of Novelty vs. Nostalgia

Magic plays with our perceptions. It taps into something that is familiar and surprises us with an outcome we were not anticipating.

To our collective surprised delight.

Magic dances in the space of the *nostalgia*, the familiar, the comfortable, the good ol', and *novelty*, the new, the surprising, the pretty shiny penny.



By thinking like a Magic Maker can we find better ways to address change? A-Maze Co-Captain Mike Hruska takes us through a unique way to address Barriers to Transformation

Which leads to the questions:

- Can magic help us highlight the push and pull forces behind the romance of *nostalgia* and the spellbinding aspects of *novelty*, when we are trying to transform an organization or change a situation?
- Can adopting a [magic maker mindset](#) help uncover and address the real Barriers to Transformation that would otherwise stay hidden behind the nostalgia or novelty curtain?
- Can a magic maker mindset aid our ability to create brave spaces, where people can and *will* raise their voices – and where they will be heard?

Well, it can certainly help, but we must be clear that it is more than just saying *Abracadabra*. To quote [Nancy Krauss](#), “we have to change the experience, to change the belief, to change the behavior.”

In other words, we need to understand the perceptions, in order to address the beliefs and in order to change the experience. We have to learn to play in the magical space between nostalgia and novelty to uncover the magic that can arise from the in-between space, that comprises the barriers to transformation.



Barriers to Transformation winning meme from Nancy Krauss

So what can we do to work against this push and pull at the most fundamental levels of business and work behaviors e.g. work socialization?

Are there levers that we can use to help us dispel (dis-)belief and help us see something that we otherwise were not open to believing?

Are there more impactful ways to call out the elephants in the room and gain the [HIPPOs](#) hearts and minds?

How can magic help us find creative ways to deal with the paradoxical behaviors of the push and pull of nostalgia vs. novelty?

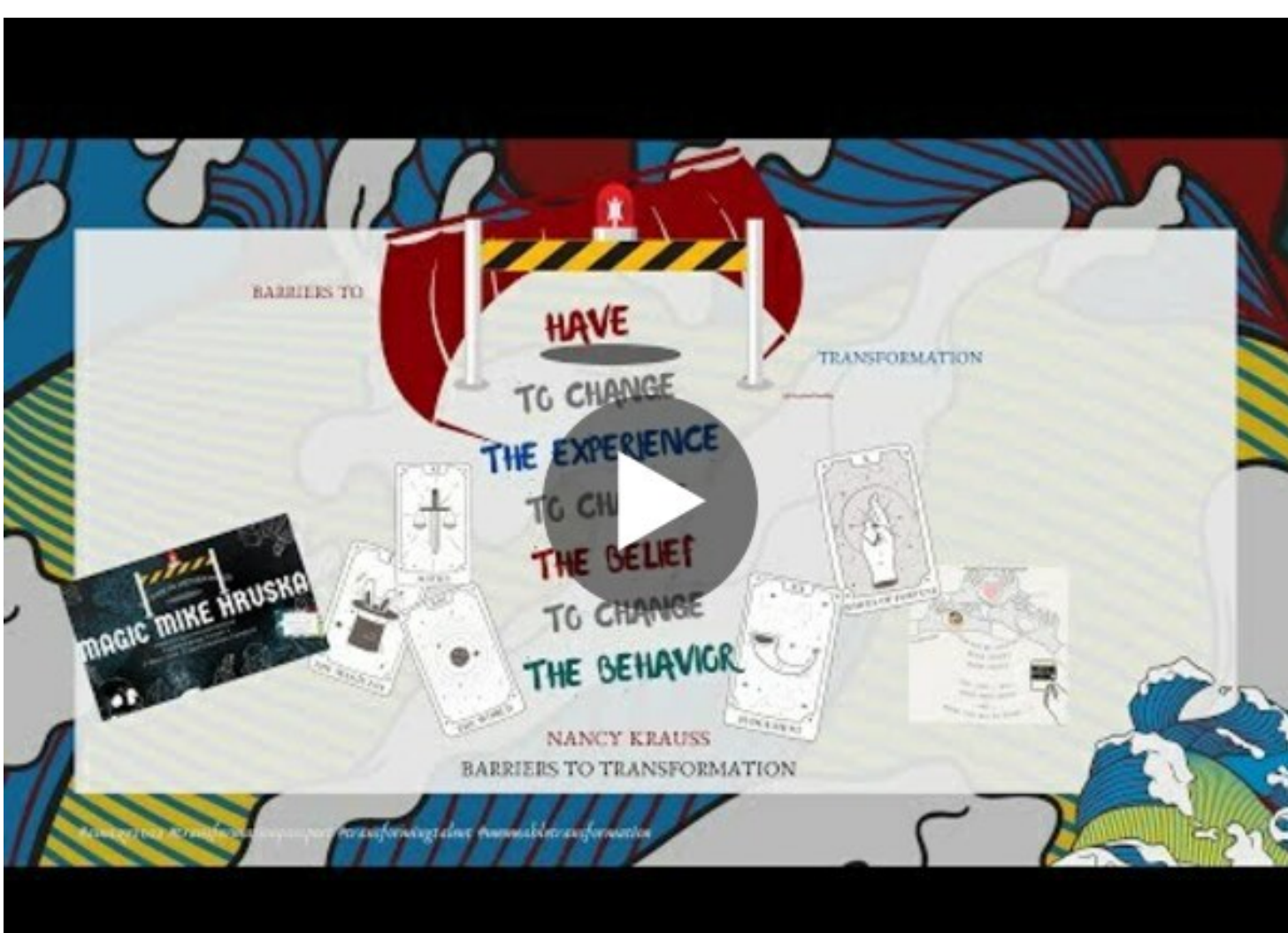
To find out, I invite you in to watch the [Magic Maker Mindset primer](#) with our A-Maze 2022 Co-Captain [Mike Hruska](#) where we address exactly these questions:

Watch the Magic Maker Mindset with Magic Mike Hruska



A Maze 2022 Mike Hruska Magic Maker Mindset Primer: Barriers to Transformation

Watch A-Maze Barriers to Transformation Overview from Elizabeth Lembke as she Bridges the Connection to Magic



A-Maze 2022 Barriers to Transformation Overview Elizabeth Lembke Mike Hruska and Nancy Krauss

Huge THANK YOU to A-Maze 2022 Co-Captain Mike Hruska

Change is Magic: Mike Hruska at TEDxJohnstown

To learn more about CFO and Magician, [Mike Hruska's](#) insights on change and magic, do check out his 2013 TED Talk where he highlights how “like magic, change is based on deceiving. But that deception is acceptable to those involved.” *Intrigued?* Get into that Magic Maker Mindset and have fun! (*Board game to follow soon!*)



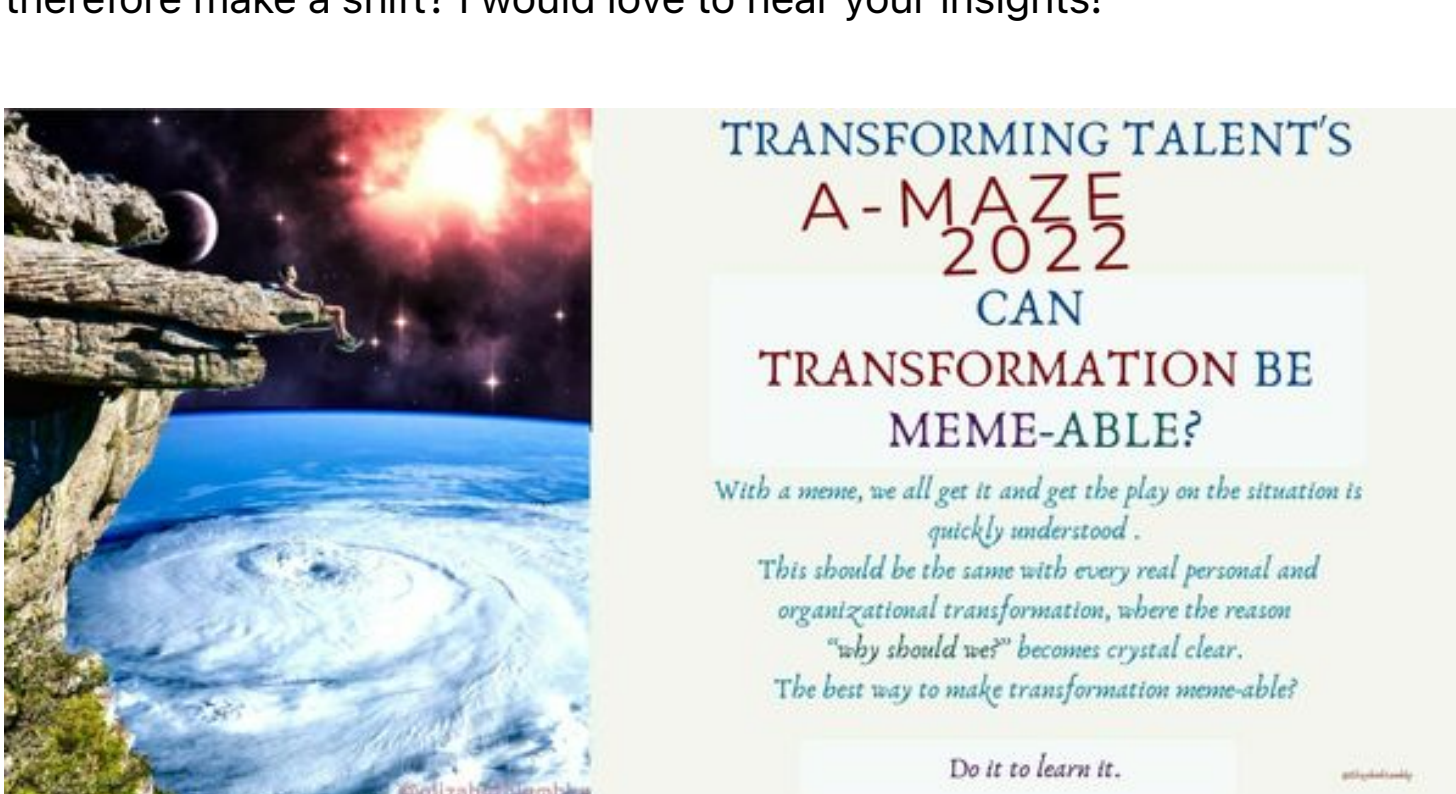
[Link](#) to download the Magic Maker Questions - and all other collateral from the [A-Maze journey](#)

www.youtube.com

Your Experience on Change the Experience To Change the Belief To Change the Behavior?

What about you?

As you look to your experience going through change and transformation, what shifting of perspectives helped you see things differently and therefore make a shift? I would love to hear your insights!



#doittolearnit and all are welcome on the Good Ship Transforming Talent to explore: Can transformation be meme-able?

Next A-Maze 2022 is April 28th: Vitality-Viability-Vulnerability

Our [A-Maze 2022 Transformation Passport](#) Journey continues with the next Port-of-Call around the [Cross-Waters of Vitality-Viability-Vulnerability](#) on April 28th! I will be joined by my Co-Captain Vince Pitre, and owner of [New Outcomes Working](#) and multi-faceted therapist, as well for the ride will also be the #FreeToBe #joymonger herself [Cordelia Gaffar](#) and the man who pushed me into the “be more vulnerable” zone [Garry Turner](#) via his invitation to be a part of his podcast together with [Cordelia](#) and [Eric Henderson](#). Our podcast Episode [link](#)

So come along on the Good Ship [Transforming Talent](#) - together, we will get through these waves.



A-Maze 2022 Port of Call for April

Vitality/Viability/Vulnerability A-Maze 2022 Transformation Passport Tickets, Thu, Apr 28, 2022 at 4:00 PM | Eventbrite

Reserve your tickets - Elizabeth Lembke presents Vitality/Viability/Vulnerability A-Maze 2022 Transformation Passport - Thursday, April 28, 2022 - Find event and ticket information.

www.eventbrite.com

Transforming Talent Insights... Your Wobbles?

Our A-Maze 2022 March Port-of-Call was about [Learning Happening in the Wobble](#). I would love to hear from you about a time that you went into the land of the first time, where you attempted something that hadn't done before and felt the magic that was going into that brave zone! When you "[wiggled.it](#)" just a little bit.

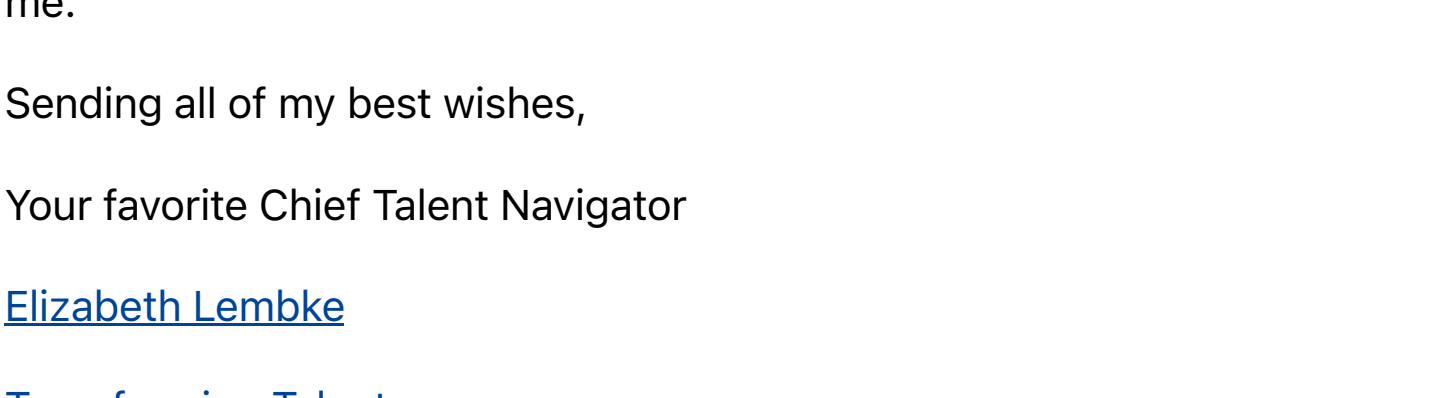
And, of course, if you are looking for support, a co-captain, a sparring partner along your transformation journey, do not hesitate to reach out to me.

Sending all of my best wishes,

Your favorite Chief Talent Navigator

[Elizabeth Lembke](#)

[Transforming Talent](#)



#Learningwobbles

Did you enjoy this issue? [Yes](#) [No](#)



Elizabeth M. Lembke - Chief Talent Navigator (HR Consultant) @elizabethlembke

Feeding the Passion for Transformation: Be it Talent, Culture, Work or HR

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