

CHANGE VS TRANSITION: HOW HUMANS ACTUALLY MOVE THROUGH CHANGE

WHAT IS IT?

Change is the external event, the restructure, new system, new leader, new direction. Transition is the internal process, the emotional, psychological, and biological journey your system takes to catch up. Most organisations manage change. Very few support transition, and that's where friction, resistance, and overwhelm live.

WHY IS IT IMPACTFUL?

This session helps participants understand why change feels hard, what happens in the brain and body during transition, and how to move through uncertainty with clarity and confidence. People learn to recognise their emotional "weather," reduce overwhelm, and use small stabilising tools that support themselves and others through the messy middle.

HOW WE DO IT

Through interactive reflection and practical exercises, participants will:

- ✓ Gain clarity on the difference between change (external) and transition (internal).
- ✓ Explore the three stages of transition, Ending, Neutral Zone, New Beginning, and identify where they are now.
- ✓ Understand the biological and emotional responses that show up during change.
- ✓ Identify personal "micro-stability" anchors that create safety during uncertainty.
- ✓ Practise tools that reduce overwhelm and build momentum through small, human shifts.

THE RESULT?

People feel more equipped to navigate uncertainty, support themselves through emotional shifts, and move through change with steadiness, self-awareness, and resilience.

