



MANAGE THROUGH CHANGE

REFERENCE GUIDE

Types of Transitions

Organizational and people transitions are of equal importance, and both deserve equal attention.

Break Through Barriers

There will always be hurdles to overcome during times of change. From simple issues like not understanding the change itself, to more complex barriers like a lack of leadership or engagement, change comes with potential roadblocks that can be avoided by taking the right steps.

Change vs. Transition

Change is external (like a promotion or transferring to a new city), whereas transition is internal (think psychological, like working with a new manager).

Recognize Loss

Identifying and overcoming feelings of loss is necessary to move on to bright, new beginnings. Great leaders take time out to talk to their team and help provide a solid strategy.

Lead at Every Level

The best change leaders help colleagues understand the change. They don't judge peoples' reactions or resistance and allow them to work through their own journey to acceptance.

Ending Phase

People can react differently to something ending. Some may see the end of an opportunity as a loss and express anger, while others may see it as a gain and exude excitement. Emotional acceptance of "the end" may take awhile to achieve, even in positive people.

Transition Phase

Some colleagues in this phase will be excited to explore, ask questions and show a desire to grow. However, more often, negative reactions surface like depression, overt/covert resistance and inconsistent productivity.



New Beginnings Phase

The final phase is marked by more positivity, openness and teamwork as people become comfortable with new routines. However, there could still be anxieties about new or increased responsibilities.

New Beginnings Strategies

Take some time to celebrate a successful transition with your team to promote positivity. At this point, roles should be very clear and it's perfectly fine to over communicate.

CUSP

How can you give your colleagues Control, Understanding, Support and Purpose in a time of uncertainty?

Partnership Perks

DeVry University is proud and excited to be your educational partner. In addition to this seminar, here are the following perks for students who apply and are accepted to DeVry University:

- Partner Group Tuition Rate Savings
- Undergraduate and graduate application fee waiver
- Deferred billing options may be available

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