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SAILING THROUGH CHANGE

BY EARL HIPPI

TOFFLER: FUTURE SHOCK - CONSTANT AND RAPID FIRE CHANGE

So much change, coming so fast, that history no longer predicts the future. In a rapidly changing world, **H. W. A. D. I H.**, or "How We've Always Done It Here," can be a barrier to success. The illiterate of the future are not those who can't read or write, but those who can't learn, unlearn and relearn.

TODAY: Your current work, HOW you work, WHEN you work, WHERE you work, and WHO you work with, are all in transition!

THE GOAL to be a "naturally adaptive" employee who is comfortable, optimistic, and fully employable in a professional environment where change is the norm.

WHY PEOPLE RESIST CHANGE:

- Professional Esteem: Want to feel competent, not a beginner.
- The Power And Comfort Of Habit
- Discomfort With Endings: Emotions of fear, grief, and loss.
- Fear of The Unknown: Leading to denial instead of adaptation.

THE COSTS OF RESISTING CHANGE:

- Unable to successfully plan for your future
- Loss of professional flexibility
- Loose your professional credibility
- Live with Fear
- Become frozen in time - rapidly becoming less *employable*

MOVING TOWARD RESILIENCE AND ADAPTABILITY =

Learning to sail the waves of organizational change.

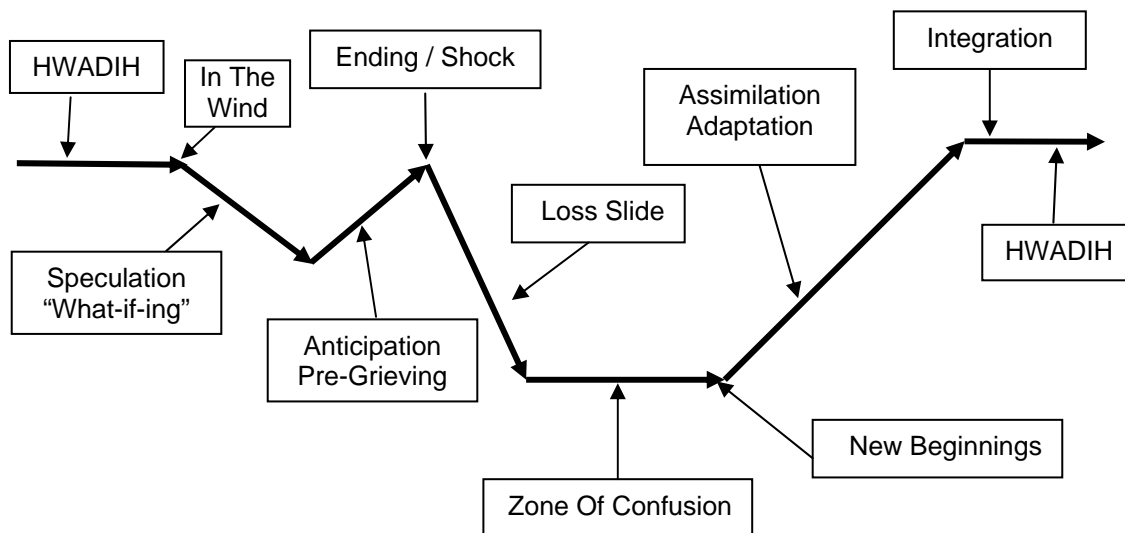
Becoming an "*Adaptive Employee*,"
who can face, manage, and love change.



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MASTERING THE CHANGE CYCLE PLANNING FOR THE NEXT WAVE OF CHANGE



SELF-CARE ACTIONS BY STAGE: WRITING YOUR PRESCRIPTION

IT'S IN THE WIND:

Relax – Don't Panic

Get Good Information – Ignore Gossip

Review Professional Development Plans

Update Resume (Strengths / Marketability)

Identify Possible Internal Opportunities

Test your safety net – people, financial, physical, spiritual, and esteem

Avoid the "Ain't If Awful" parties

Tolerate the Ambiguity

WHAT I WILL DO:



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ENDINGS / SHOCK:

Don't panic – ride it out, remember you'll be ok, breathe deep, let time pass

Avoid scared, negative people

Watch Out for “What if . . .” Thinking

Remember what's predictable – what feelings, thinking to expect, about change

Let time pass – ride it out

WHAT I WILL DO:

LOSS SLIDE:

Mourn losses actively – intentional grieving, have feelings, cry, be angry

Be sad – but not hopeless

Use support people – talk, express feelings, get encouragement, take advice

Focus on your strengths – employability, your professional development plan

Have reasonable performance expectations – for yourself and others

Use organizational support – utilize rituals for endings, information meetings

WHAT I WILL DO:

ZONE OF CONFUSION:

Expect disorientation – it's normal and even necessary, tolerate confusion

Let time pass – remember you're supposed to be uncomfortable

Support others – practice optimism, share confidence, be a safe port (in storm)

Utilize organizational supports – HR services – EAP – counseling – print

Look for opportunities in the chaos, best time for switching roles

Use your compass – consult your professional development plan

WHAT I WILL DO:



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NEW BEGINNINGS - ASSIMILATION / ADAPTATION:

Don't see emotional setbacks as failure – progress goals, use support people

Expect good and bad days

Remember where you've been – identify your gains – claim progress

Identify gains - claim successes – celebrate progress

Learn about new possibilities (work, training, resources)

Try new things – experiment, learn and grow, risk new assignments - teams

Consolidate – people, new skills & competencies, retool resume, make plans

WHAT I WILL DO:

INTEGRATION:

Stop and celebrate – IF YOU THINK OF IT, back to HWADIH, forgot cycle

Re-align your compass – based on new information, skills, contacts, experience

Repair the safety net – add new strands/people – grow professional network

Prepare – for the next change – easier each time

WHAT I WILL DO:

PREPARING FOR CHANGE:

Understand the change cycle

Have a plan for each stage

Expect discomfort and confusion

Take care of yourself physically and emotionally

Use your support systems

Learn to love sailing through change

BETH JARMAN - "BREAK POINT CHANGE"

"For those who insist on clinging to traditional ways of looking at the world, change will continue to come so fast and in such unexpected forms that the future will no longer be a desirable place. But for those who are willing to accept and adapt to the challenges of change, the future offers unparalleled opportunity to reshape our lives, our organizations, and even our world into what we want."