

# Change Management: Adapting to Professional Transitions

## How we talk about change

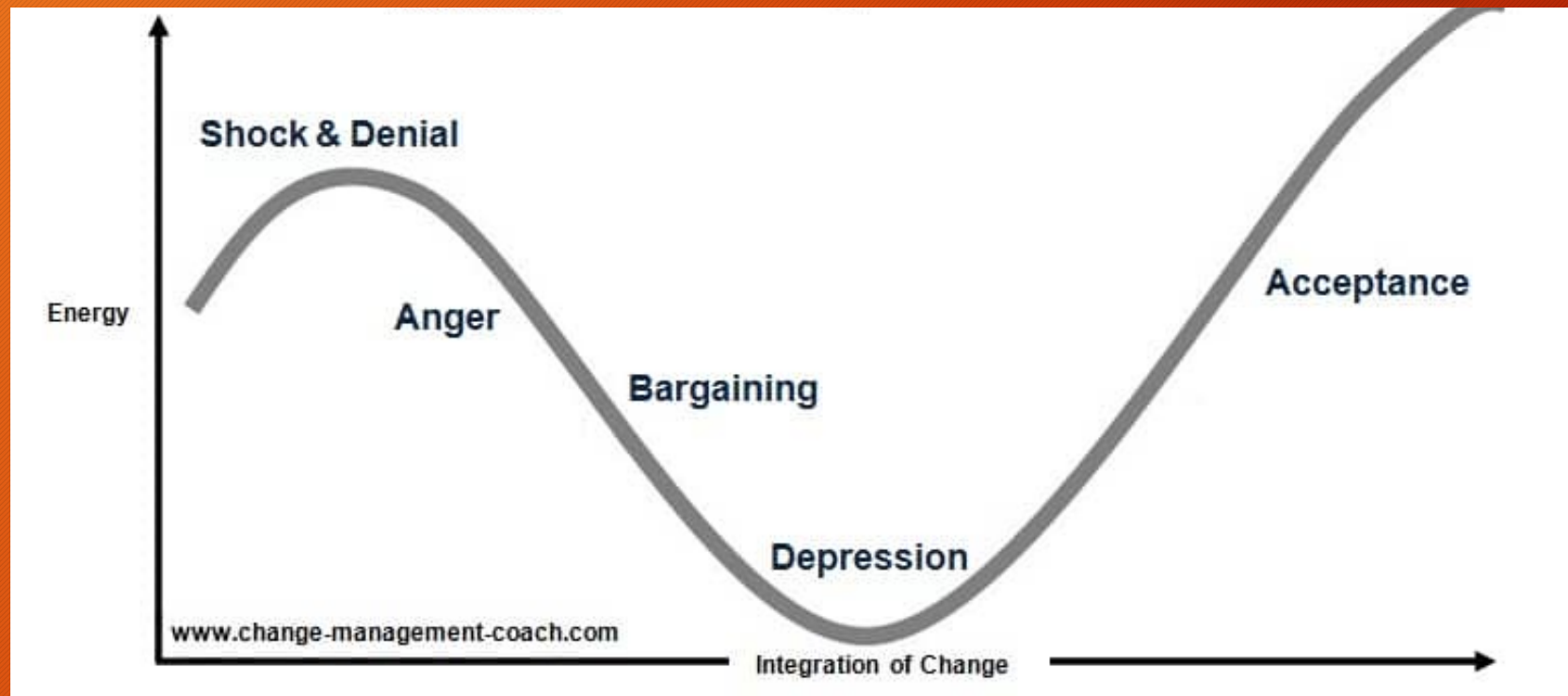
- Episodic
- Temporary
- Possible to handle and complete
- To be endured

## The realities of change

- Continuous
- Iterative
- Possible to guide and steer
- To be relished

Change: to become different

# Kübler-Ross Change Curve





# Kotter's 3 Step Process



Prepare



Manage



Reinforce

# Prepare

What will be different?

Define your changes.

What will be the impact of those changes?

Talk through feelings and reactions.

Define benefits & losses

What are my action steps?

Set expectations and standards.

Protect Personal Values.

Where does this fit into your Career Strategy?

Identify how the differences matter in the long term.



# Manage

## Identify Mental Blocks

What blocks show up for you?

What is a different response to have?

## Engage support networks

Strong links

Weak links

## Feelings

Do the next thing.

Share your feelings.

# Reinforce

Celebrate  
Quick Wins

Break change  
down into  
small tasks

Reward  
yourself

Give yourself  
a “gift”

Utilize  
Symbols

New Space

New people