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**MIS** EXPERT  
MAKE IT SAFE SERIES



MAY 10, 2023 1:00PM-2:00PM

# Leading and Managing Change



SPEAKER

# Debbie Pearmain

Human Resources Consultant

Debbie is a Human Resources consultant experience in leadership development, developing workplace culture, employee engagement and developing high performance workplace teams. Debbie has worked with CEOs and leadership teams for over 25 years at more than 250 companies and has been passionately supporting her clients to develop healthy, engaging and productive workplaces that inspire leaders and their employees.

She has been facilitating organization and leadership transformation projects with Accenture, Global Knowledge, LHH Knightsbridge, TEC and Morneau Shepell. Debbie is an excellence facilitator, coach and strategic thinker. She helps clients view problems as opportunity for growth and change and creates breakthrough strategies that help people and organizations achieve their full potential.



# Agenda

- Success Factors for Leading Change
- The Leaders Role
- Getting Buy-In
- Personality types and change
- Signs of change fatigue
- Supporting Your team
- Importance of self care

# Change Success Factors

- Leadership support
- Clear vision
- Effective strategy
- Stakeholder buy-in
- Clean and constant communication
- Adequate tools and resources
- Training
- Support
- Frequent check-ins
- Celebrate success

# Leaders Role

- Create a compelling vision
- Create a good strategy
- Gain stakeholder buy-in
- Communicate, communicate, communicate!
- Lead by example
- Anticipate resistance
- Address resistance early
- Frequent check-ins
- Celebrate successes – recognize and reward

# Self Assessment

- What do you think you are doing well when it comes to leading change?
- What do you think you could improve on?
- What challenges do you have in leading change?

## Stakeholder Buy-In

1. Who will be impacted?
2. What are their interests?
3. What does each stakeholder need?
4. What would be their concerns with this?

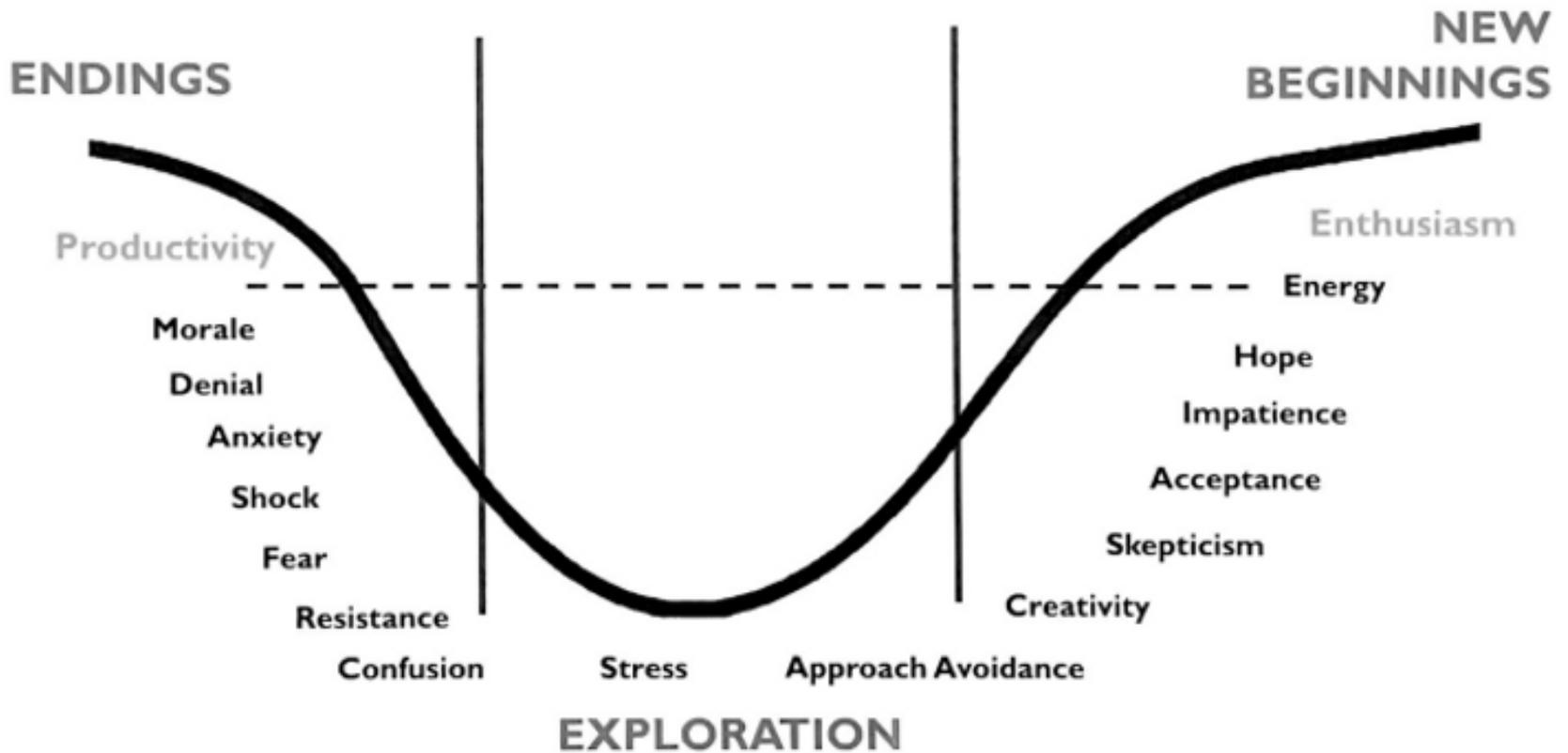
## Getting Buy In

- What we are doing
- Why we are doing it
- Why now
- What's in it for me? (benefits and consequences for all)

# Personalities and Change

Driver:	Control Involvement Goals Independence
Expressive	A voice Recognition Appreciation Social connection
Solid	Structure Stability Routine Plans and progress checks Feedback
Analytical	Plans- structure Time Information Ability to ask questions

# TRANSITION CURVE



# Signs of Change Fatigue

- More frequent complaints
- Presenteeism/apathy
- Hearing about tiredness, stress and overwhelm
- Burnout – visually, absenteeism, safety issues, turnover
- Increased reactivity

# Supports

- Roll out change in stages and monitor where people are on the change curve
- Build in buffers
- Change agents
- Training
- SMART goals – allocate time and resources
- Committees
- HR
- Benefits
- EAP provider

# Self Care

- Oxygen mask on first!
- Check in regularly with yourself
- Strengthen your support system
- Wellbeing strategy: nutrition, sleep, exercise, rest

# Your Action Plan

- What's one thing you can commit to doing differently when leading change after today's session?