

Managing Change and Growth:

Strategies for Business, People, and Safety Leaders





Activity Time



Every beginning ends something...

Paul Valery, French poet

Elephant and Rider - a concept by Jonathan Haidt, as explained by Dan Heath of the Heath Brothers out of Harvard.

Who is in charge?





Every beginning ends something...

Paul Valery, French poet

Change is about letting go and unlearning as much as it is learning. It can surprise us how big a reaction can come from people, even ourselves, from seemingly simple things.

We have learned a lot about what really drives people to adopt change, and I'm going to share a few of the leading experts in how to help you, as safety leaders in your organizations, support people to embrace their new beginnings.



Bridges

William and Susan, to be exact

"It isn't the changes that will do you in, it's the transitions."

Wisdom from their scholarship on 'how to get people to let go'

5 C's

Communication, Confidentiality, Cultural Compatibility, Courtship, Completion

ADKAR

Let's do a little exercise

Awareness

Do we know something is changing? How it is changing, when, what is changing?

Desire

How is this going to help? What's in it for me?

Knowledge

Do I have the knowledge I need for this change?

Ability

Do I have the tools, the training, the resources needed to be competent in this change?

Reinforcement

What happens in three days, three months, and in a year? What happens if I forget something?



Increase your chances for change

Prompt for success, according to Katy Milkman

Using questions to help people plan how they are going to adopt change can help. Voter turnout in 2008

Group Discussion

Pick a challenge



Tips

getting change accomplished



Initiation

Awareness is critical

The Transition

the liminal space between
adoption or abandon

New Beginning

Where no one arrives at the
same time

communicate, equip, support, and resource



Change
Happens