

# Managing Change and Growth:

Strategies for Business, People, and Safety Leaders

# Goggles must be worn





## Activity Time

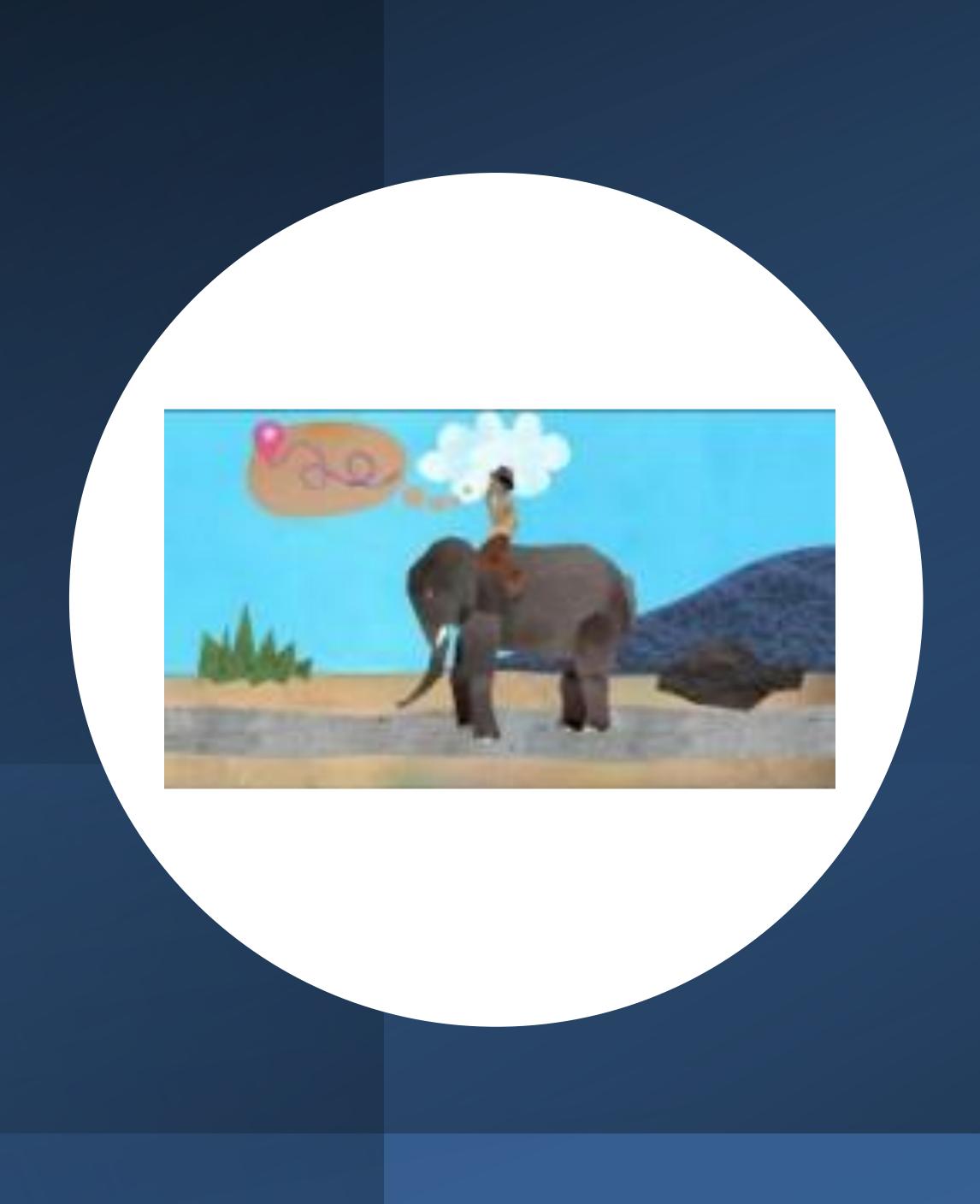


# Every beginning ends something...

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?



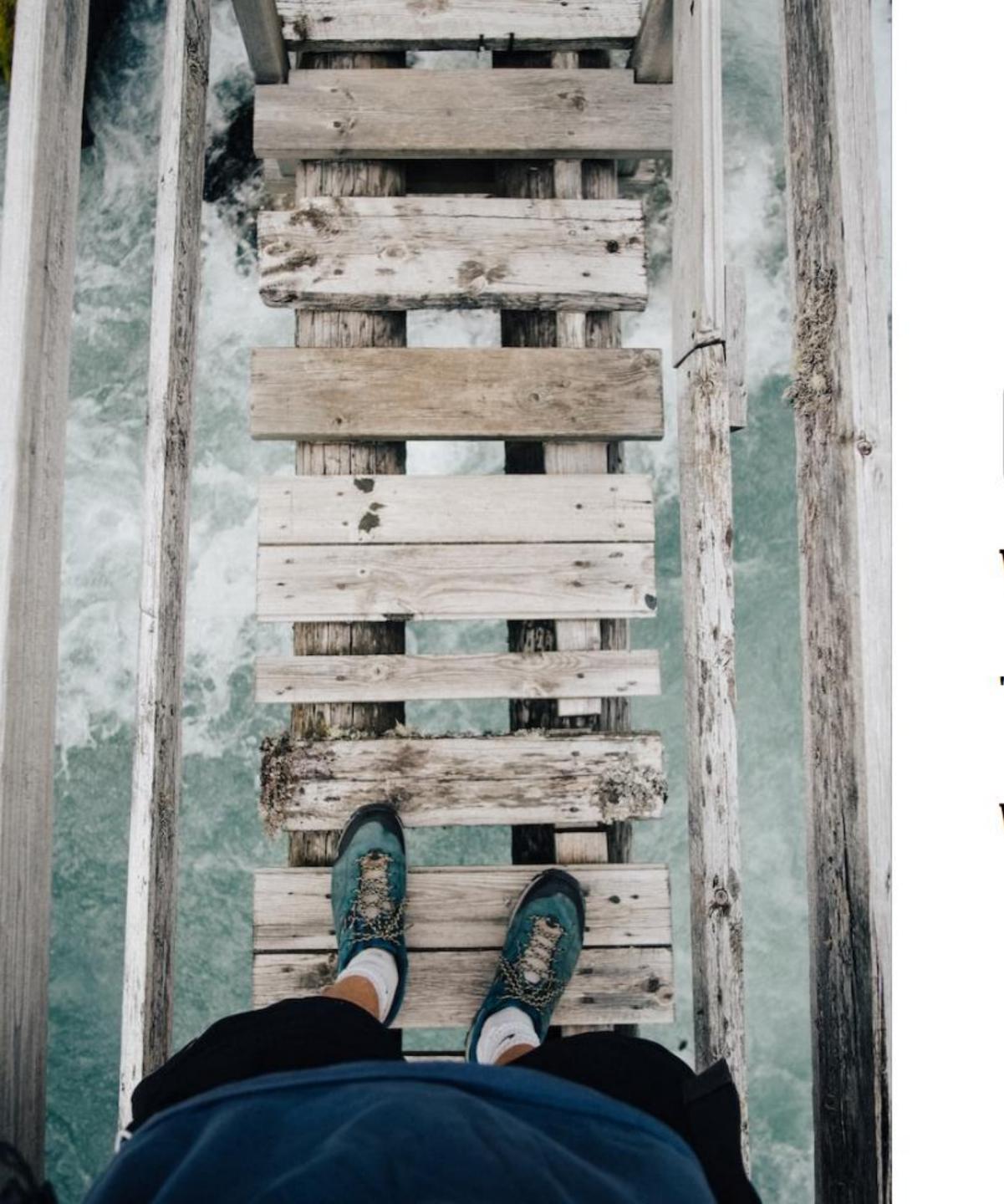


# Every beginning ends something...

## 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'



## Communication, Confidentiality, Cultural Compatibility, Courtship, Completion



#### 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?



## Let's do a little exercise



#### 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?

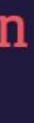




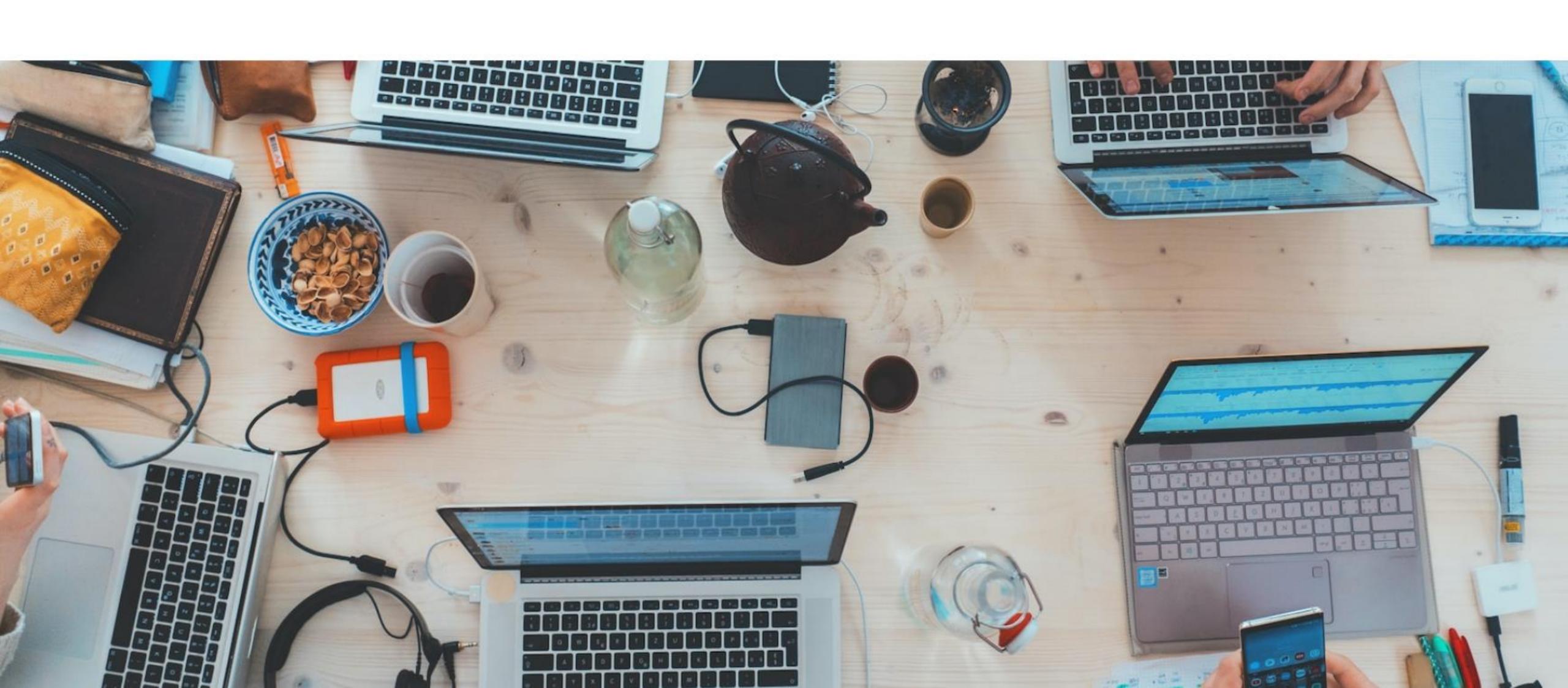
# Increase your chances for change

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







Awareness is critical

the liminal space between adoption or abandon

### communicate, equip, support, and resource



### The Transition

### **New Beginning**

Where no one arrives at the same time





### **Change** Happens



