

# WHO WANTS TO CHANGE?

Why it's so hard & what do to about it....

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# OBJECTIVES

- Understand Why Change is So Hard
- Change Activity
- Provide Solutions on How to Manage Individual Change



**WHAT HAS CHANGED/IS CHANGING?**



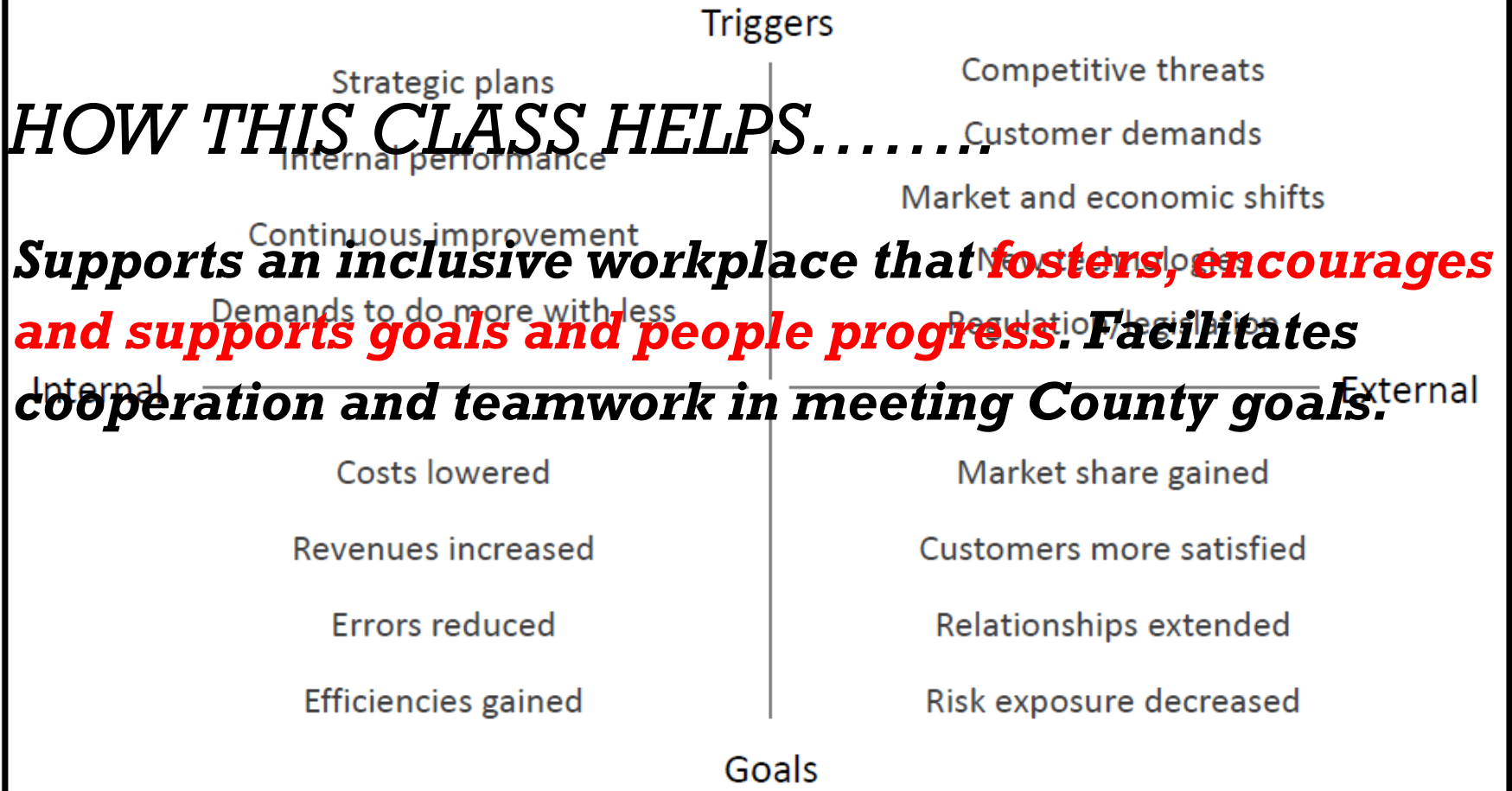


The reasons for change  
Internal/External + Triggers/Goals

# Leaders in Innovation

**HOW THIS CLASS HELPS.....**

**Supports an inclusive workplace that fosters, encourages and supports goals and people progress. Facilitates cooperation and teamwork in meeting County goals.**





# WHY IS CHANGE SO HARD?

- **Loss of Control**
- **More Work Created**
- **Surprise**
- **Uncertainty**
- **So Different**
- **Can I do It?**
- **Past Plays a Part**



# ACTIVITY

**Get into groups of 4.**

**1) THINK OF AN CHANGE EVENT THAT HAS IMPACTED YOU.**

**2) SHARE WITH THE GROUP THE ATTRIBUTES THAT MADE IT SO HARD.**

**3) DISCUSS WHAT HELPED MANAGE THE CHANGE**

**Take 15 minutes.**



# WHAT MADE YOUR PAST CHANGE EVENT SO DIFFICULT?

- **Loss of Control**
- **More Work Created**
- **Surprise**
- **Uncertainty**
- **So Different**
- **Can I do It?**
- **Past Plays a Part**



# CHANGE RESISTORS & SOLUTIONS

## Loss of Control

### *Recommendations:*

- Ask for options
- Participate
- Provide solutions/ideas to help
- Understand the context
- Have faith in a higher power
- Replace the lost control with something you can control





# CHANGE RESISTORS & SOLUTIONS

## **More Work Created**

- Ask for more resources/share resources
- Prioritize
- Know when to let it go
- Keep in mind the payoff/efficiency comes eventually

## **Surprise**

- Know that change is inevitable
- Get External Support/Counseling



# CHANGE RESISTORS & SOLUTIONS

## Uncertainty

- Get more information/details on the change, challenges, concerns and secure resources
- Image how things will look after the change
- Manage worse case scenario
- Encourage management to provide the info/transparency
- Trust things will be okay
- Have a contingency plan
- Take one piece at a time
- Evaluate the pros and cons
- Leverage others
- Accept that uncertainty is part of the process of change



# CHANGE RESISTORS & SOLUTIONS

## So Different

- **Be open to the difference**
- **Think about positives**
- **Acknowledge that it takes time**
- **Know that it will become your normal**
- **Be forgiving with any mistakes**



# CHANGE RESISTORS & SOLUTIONS

## **Can I do It?**

- Breakup in small steps
- Manage worse case scenario
- Leverage others/seek help
- Find a support system
- Do few things well early

## **Past Plays a Part**

- Celebrate and acknowledge the past
- Keep in mind what would have made past unsuccessful attempts better
- Acknowledge that the past often serves as a foundation for the future



# OBJECTIVES REVISITED

- Covered How Change Relates
- Covered 7 Things that Made Change So Hard
- Gather Input from Others on Solutions
- Received Solutions on How to Manage the Change



**THANKS FOR PARTICIPATING!**

Please complete your surveys.  
I am appreciative of ALL feedback!

