

# **We Don't Have to “Hate Change”!**

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**LIFE IS  
CHANGE.  
Growth is  
optional.  
*Choose wisely.***

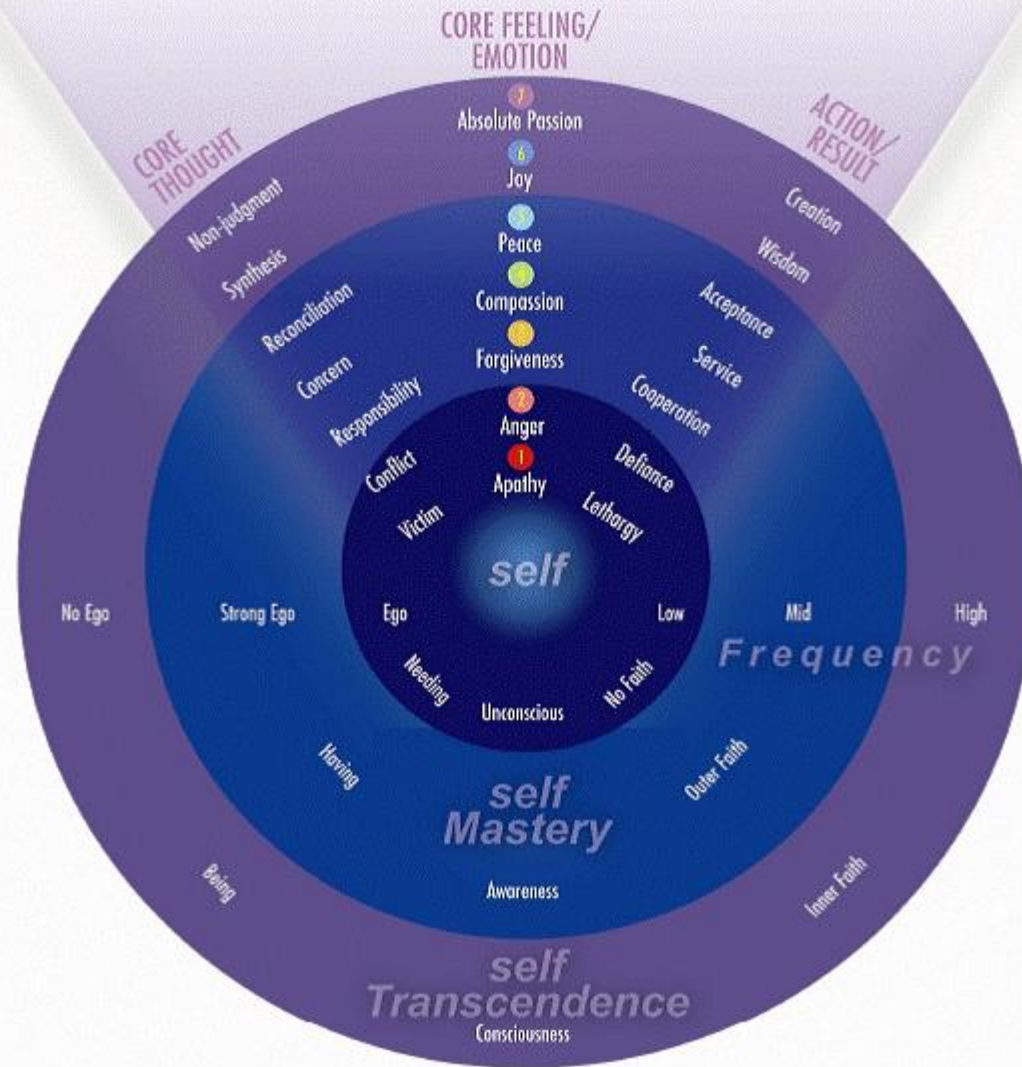
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# Goals

- ▶ Review the 7 Levels of Leadership
- ▶ Understand the 4 Phases of Change
- ▶ Examine Connection Between the Two
- ▶ Reflect On Where You Are Energetically and in the Phases
- ▶ Explore Strategies to Shift Energy and Move Through Phases Effectively

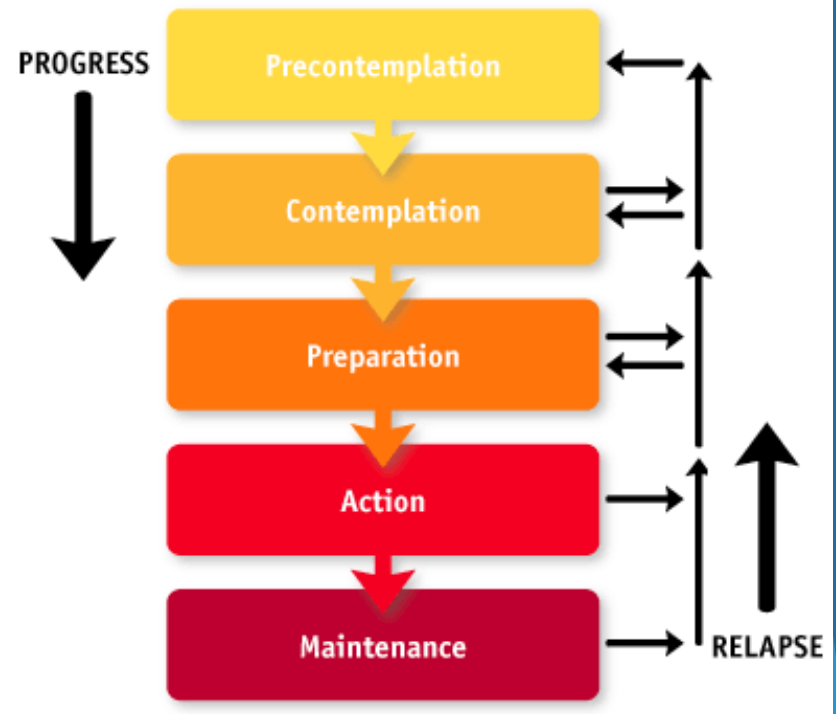
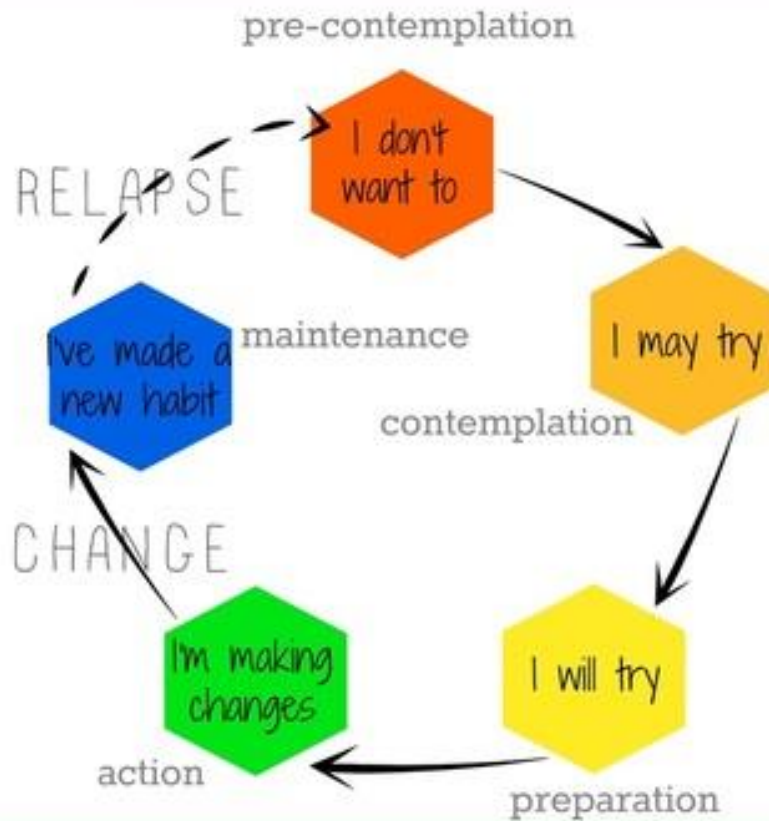
The only constant in life is change.

# Energetic Self Perception



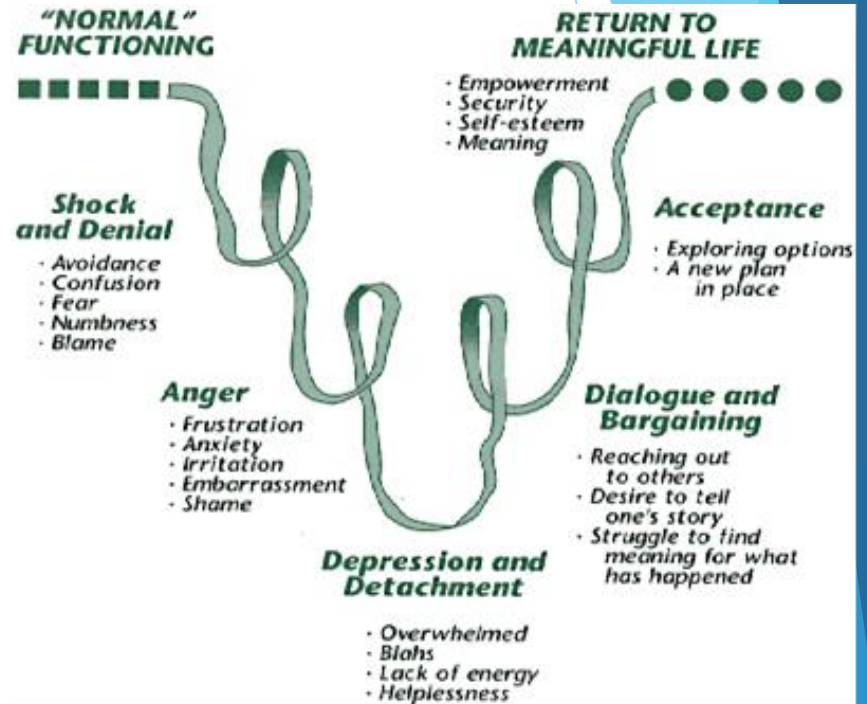
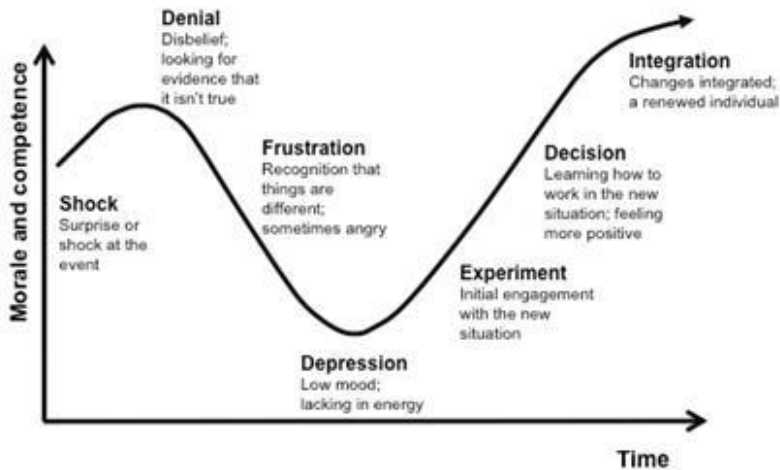
# Google With Caution

## STAGES OF CHANGE



# The Foundation

## The Kübler-Ross change curve

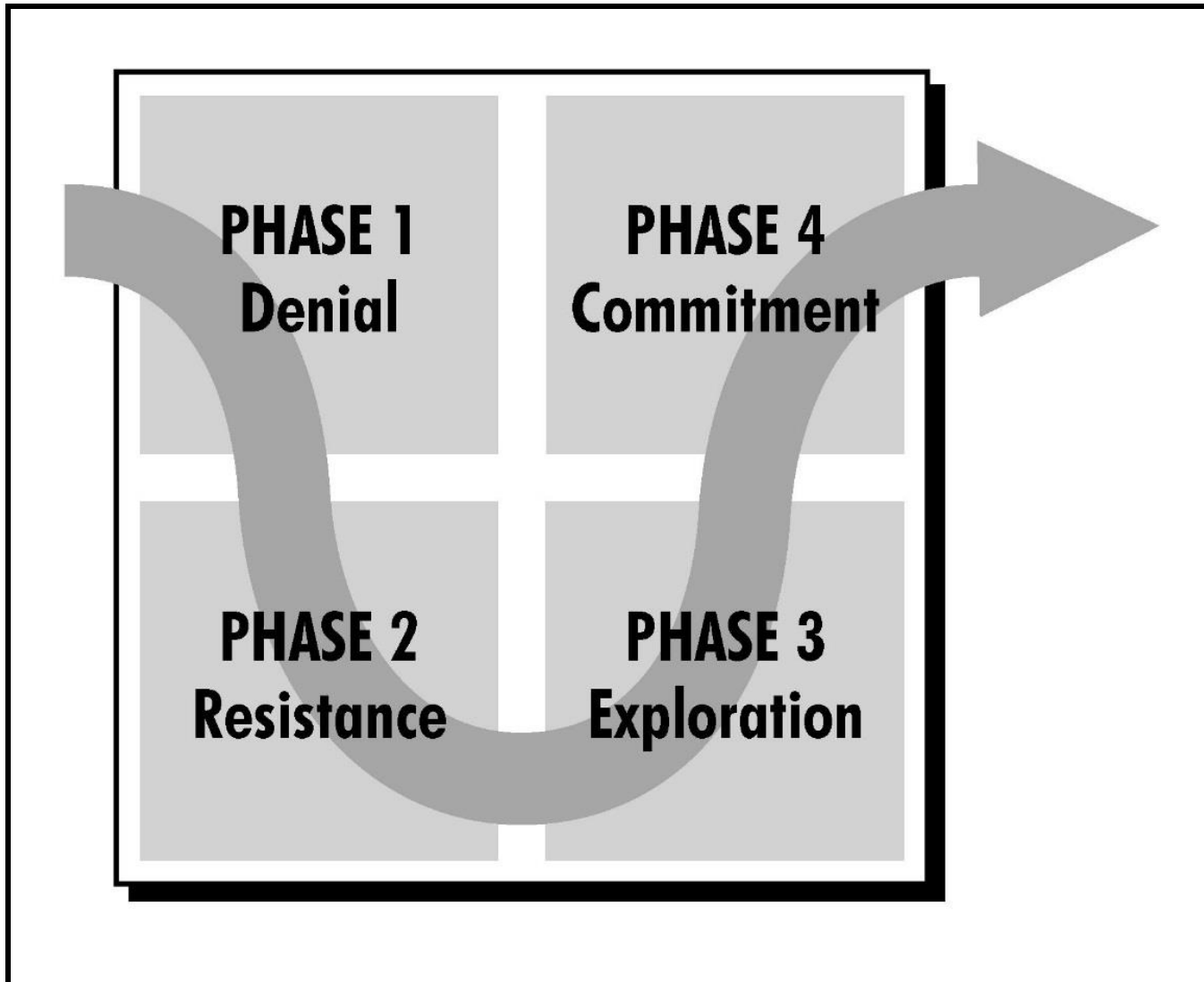


# Mastering the Change Curve

- ▶ Connecting the 7 Levels of Leadership to the 4 Phases of Change
- ▶ The “coach approach” enables leaders to help their teams “shift” up both the energetic levels and through the 4 phases of change quickly and effectively.



# The Change Curve Model



# Keep it Simple

## 4-Stages Change Model

- ▶ Denial
- ▶ Resistance
- ▶ Exploration
- ▶ Acceptance

The background features abstract, overlapping geometric shapes in various shades of blue, ranging from light sky blue to deep navy blue. These shapes are primarily located on the right side of the frame, creating a modern, dynamic feel. The rest of the background is plain white.

What's Your Current  
Response to Change?

# Denial

Typical thoughts:

- ▶ This change doesn't really affect me
- ▶ I'm not wasting my time worrying about this change
- ▶ I'm sure this whole thing will blow over
- ▶ I just try to do what I have to do to get through the day

# Resistance

Typical thoughts:

- ▶ I think this change is bad
- ▶ I'm angry about this change
- ▶ I prefer the way things were before
- ▶ I can't believe they are changing things again

# Exploration

Typical thoughts:

- ▶ I'm excited about the new possibilities
- ▶ I'm thinking of new ways to do things
- ▶ I'm learning a lot through this change
- ▶ I feel like the worst part of the change is over

# Commitment

Typical thoughts:

- ▶ I am comfortable with the new work environment
- ▶ I feel good about myself and what I have accomplished to meet the demands
- ▶ I've learned things in this change that will help me deal with the next change

# Where are you?

In the four stages?

In terms of your E-Factor?



# How to Make Shift Happen

Coach the energy up through:

- ▶ Empowering Questions
- ▶ Acknowledging
- ▶ Validating
- ▶ Championing
- ▶ Planting the Seed

# Empowering Questions for the Stages

## Denial:

- ▶ What are your real feelings about this change?
- ▶ What is expected of you?
- ▶ What do you know and what don't you know?
- ▶ What's the reason for this change, in your opinion?

# Challenging Resistance

- ▶ What are you losing as a result of this change?
- ▶ What can you personally control?  
(attitudes, thoughts, feelings & behaviors)
- ▶ What lies ahead for you?
- ▶ What is one step you can take to manage the change?

# Moving Through Exploration

- ▶ How can you make a difference in this change?
- ▶ What are the possible opportunities and advantages for you in this new situation?
- ▶ How can you leverage this change?
- ▶ What specific milestones can you use to mark your progress?

# Moving Through & Beyond Commitment

- ▶ What opportunities have come about as a result of this change?
- ▶ What have you learned from this change?
- ▶ What are the possible opportunities for you in further changes to the organization?

# When We're Just Plain Stuck

GAILs

Gremlins

Assumptions

Interpretations

Limiting Beliefs

# Takeaways



*"If you don't like something, change it, if you can't change it, change your attitude."*

Maya Angelou

**Thank you for your time, energy and effort!**