

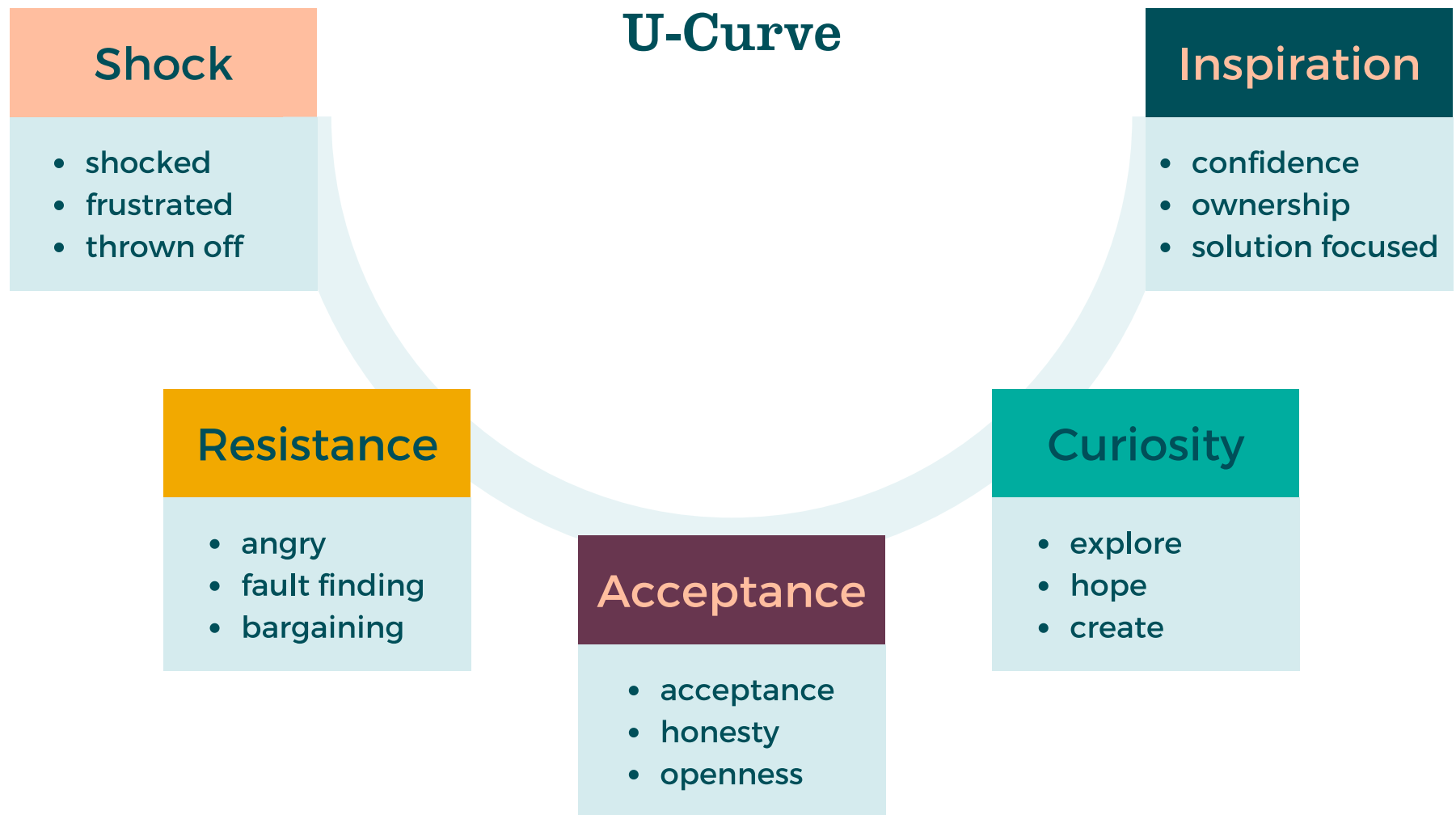


Leading Through Change

TOOL KIT



Leading Through Change



Adapted from the work of Elisabeth Kubler-Ross and William Bridges



Leading Through Change

General Insights

Heart vs. Head

- Feel vs. think

Obstacles to change

- Ourselves
- Other People
- Logistics

Implement + Sustain Change

- Focus on short term wins
- Notice what habits to stop
- Focus on possibility

Moving through the U

Coaching through Shock

Observe and Empathize:

- What questions do you have, what information do you need?
- What do you need now?
- How can I support you?

Coaching through Resistance + Acceptance

Reflect and Shift

- What is the impact of this change on you, what do you need to manage this?
- What is hardest for you lately?
- What do think will important to let go of in order for us to move through this?

Coaching through Curiosity + Inspiration

Explore and Act

- What possibilities have you explored in this change?
- What do you hope for though this change?
- Where do you imagine we could be a year from now?



Leading Through Change

Leader Lab

What leadership strengths did you activate? What did you do that worked?

Given what you've learned, what's going to work best as you begin to prepare leading people again?

In light of these U-curve insights, where might you choose to lead more?

Leading through the U-curve:

- Know the path through the U is non-linear.
- Everyone has their own individual needs.
- Everyone moves at their own pace.
- Exercise autonomy and choice.
- Be patient with yourself and others.



Key Insights