

TRANSITIONS

Helping Teams Navigate Change



Session Purpose: Acknowledge the transitions individuals experience, while providing a framework to move forward.

Session Overview: When change occurs, individuals move through various stages of transition based on their own unique experiences. While some will be comfortable from the start with change, others may struggle for a longer period. This session provides the opportunity to reflect on recent changes and to begin the process of moving forward.

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Session Outline:

Reflection on Change Questions	Notes
What have you lost as a result of the changes made to how we work? In addition to changes at work, what additional changes have been difficult for you? What do you need to let go off?	
Based on themes that emerged: Thoughts on the common themes expressed on the challenges experienced during all the change? How do we move forward as the result of these losses? What will be our team expectations for the transition back to campus?	



Moving Forward Questions:	Notes:
<p>Looking at a time of unknown, what is still within our control?</p> <p>What did we do different during this time (as a team or individually) that was effective?</p> <p>Are there new ideas concerning the way we operate that should be considered?</p>	
<p>What ideas could we pursue?</p> <p>Based on the idea group was assigned, complete Four P's exercise. The four P's are:</p> <p>Purpose- explain the purpose of the idea.</p> <p>Picture- provide a picture of how the idea would look and feel, if implemented.</p> <p>Plan- provide example of steps necessary to move idea to completion.</p> <p>Part- what part can individuals play in the implementation of the idea.</p>	

Next Step Questions:	Notes:
<p>Is there one or two ideas we could implement during this time? (next six months)</p> <p>Would this idea move us forward in a meaningful way?</p> <p>Volunteers to implement idea(s)</p>	