

Session #8: Leading Change

Objectives:

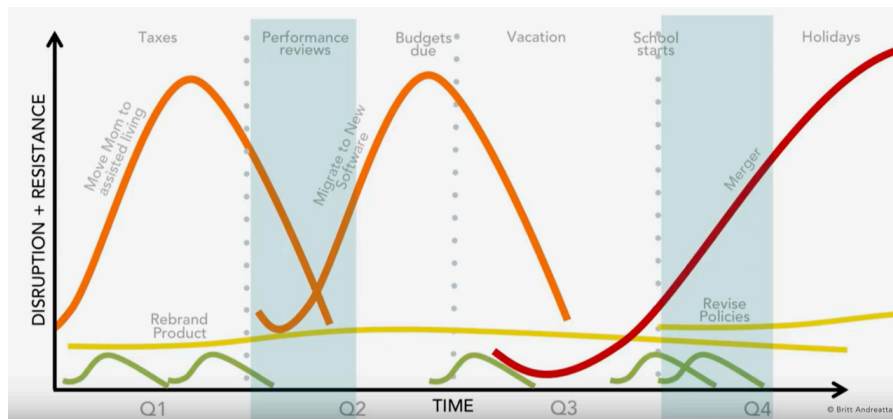
- Explore change and transition models.
- Consider change at a personal and leadership level.
- Understand various reactions to change.
- Explore elements and importance of resiliency.
- Examine leadership approaches during change and their impact.

Change Fatigue

Concept:

Change fatigue is a general sense of apathy or passive resignation towards change as an individual, team or organization. This can occur when there are too many changes - or too much disruption.

Mapping out the changes an individual or organization is experiencing, along with what's coming, can be helpful to see the scope of potential disruption. This aids in understanding resistance and potential fatigue. Individuals can find this helpful - understanding when to take personal steps to manage their own change fatigue - while leaders should consider potential work adjustments when they see too much change all at once



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Class Activity: During class, participants reviewed all the aspects related to change including change fatigue. They mapped out for themselves the level of disruption and time to acclimation for various changes the organization is going through.

Sponsor Follow-up: To continue the learning, please ask the participant a few of the questions below around this topic.

- What are important concepts to consider when leading people through change?
- What are the key goals when going through change? For you? For the team? For the organization?
- What actions can a leader take to help their team survive and thrive during change?