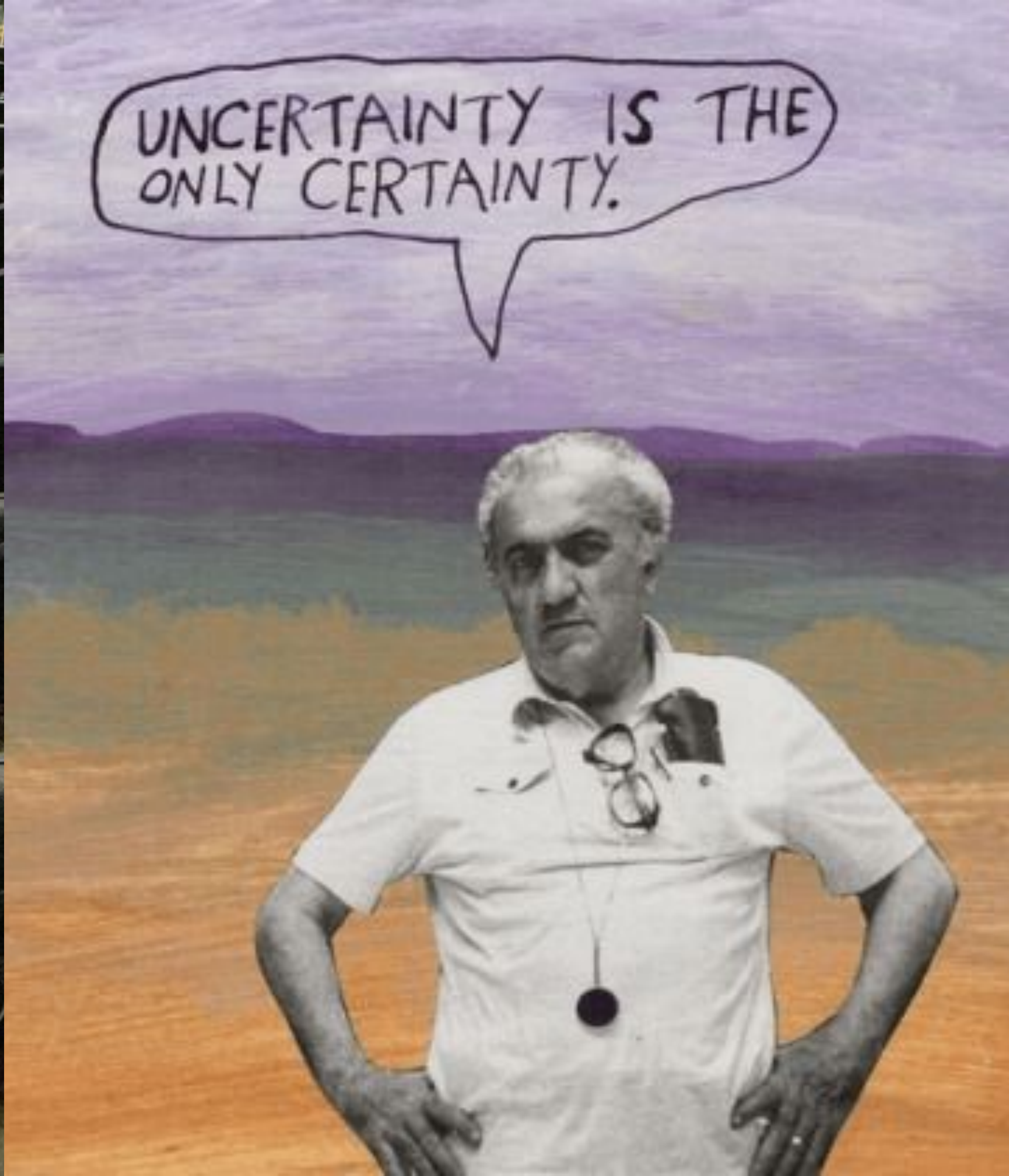


Transition Management





UNCERTAINTY IS THE ONLY CERTAINTY.



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Personal habits for mitigating the negative impact of chronic uncertainty

1. Mindfulness practice
2. Building tolerance
3. Regular sleep schedule
4. Inner circle, outer circle
5. Eustress vs. Distress



Transition Management



Managing Transitions

It's different from managing change.
When did you manage a transition?

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THE BEST-SELLING GUIDE TO DEALING WITH THE
HUMAN SIDE OF ORGANIZATIONAL CHANGE

Managing Transitions

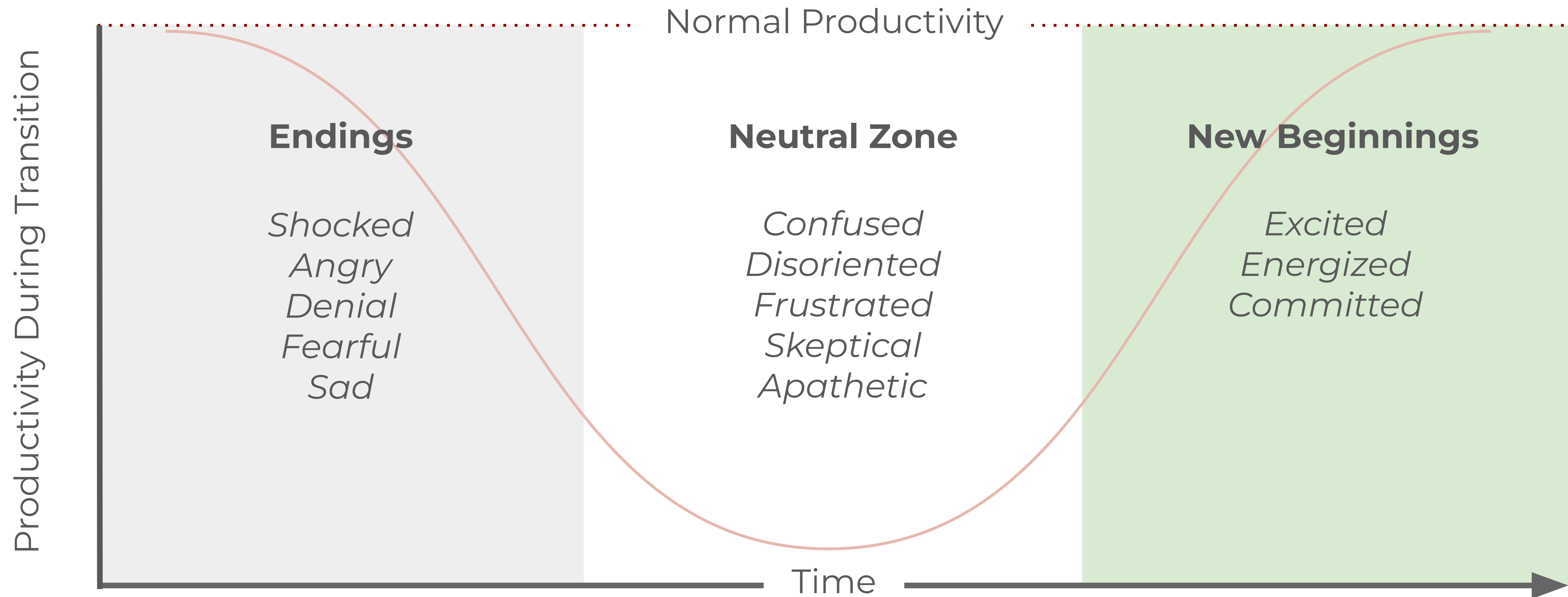
MAKING THE MOST  OF CHANGE

William Bridges, PhD *with* Susan Bridges
Author of the best-selling *Transitions*

Foreword by **PATRICK LENCIONI**, Best-selling Author of *The Five Dysfunctions of a Team*

What are the **Three Phases?**

Bridges' Transition Model



Letting Go: The Ending

- Sell the problem.
- Experience and honor the loss.
- Mark the ending.
- Explain what IS NOT changing.
- Expect the emotions.
- Communicate bi-directionally.
- Understand that we are letting go of part of our identity.



The Neutral Zone

- Promote creativity during this phase.
- Reorient, reframe and redefine.
- Give answers freely.
- Create temporary systems when necessary.
- Strengthen intra-group identity.
- Create a cross-sectional Transition Team.
- Hold Transition Forums.



The New Beginning

- Announce the new normal.
- Explain the WHY behind the new normal.
- Sell the problem, again.
- Clear, non-dictatorial language is essential.
- Paint the picture of the new identity.
- Tie individual roles to the goal.
- Explain details well, slowly, multiple channels.
- Recognize that it will occur in waves.
- Offer training to embed the new normal.
- Celebrate the early adopters and positive deviants.



Where are we?

- Understanding that people can be in different phases and going through different transitions, where are we right now?
- What are the transitions we are moving through?
- **Are we in...**
THE LETTING GO?
THE NEUTRAL ZONE?
THE NEW BEGINNING?



Which **practice** might you want to experiment with for your team in order to lead your team toward **The New Beginning?**



Lunch discussion

1. What have you learned about yourself as you have gone through a tough transition?
2. How do you manage uncertainty?
3. What do you think is the most important thing for a leader to pay attention to during uncertain times?

Framing Uncertainty

Those who develop this “uncertainty capability” are more creative, more successful, and better able to turn uncertainty into possibility.

You’re Not Powerless in the Face of Uncertainty

by Nathan Furr

March 27, 2020



jayk7/Getty Images

Summary. While part of our capacity to deal with the unknown is innate, a larger portion is learned. Those who develop this “uncertainty capability” are more creative, more successful, and better able to turn uncertainty into possibility. One of the ways people with high... [more](#)

THE FIVE FRAMES

1. The Learning Frame
2. The Game Frame
3. The Gratitude Frame
4. The Randomness Frame
5. The Hero Frame



Of the **five** frames you can adopt,

(Learning, Game, Gratitude, Randomness, Hero),

which one do you believe is optimal for you to adopt at this moment to lead through uncertainty?



The Neuroscience of Leading through Uncertainty

Our Brains Were Not Built for This Much Uncertainty

by Heidi Grant and Tal Goldhamer

September 22, 2021

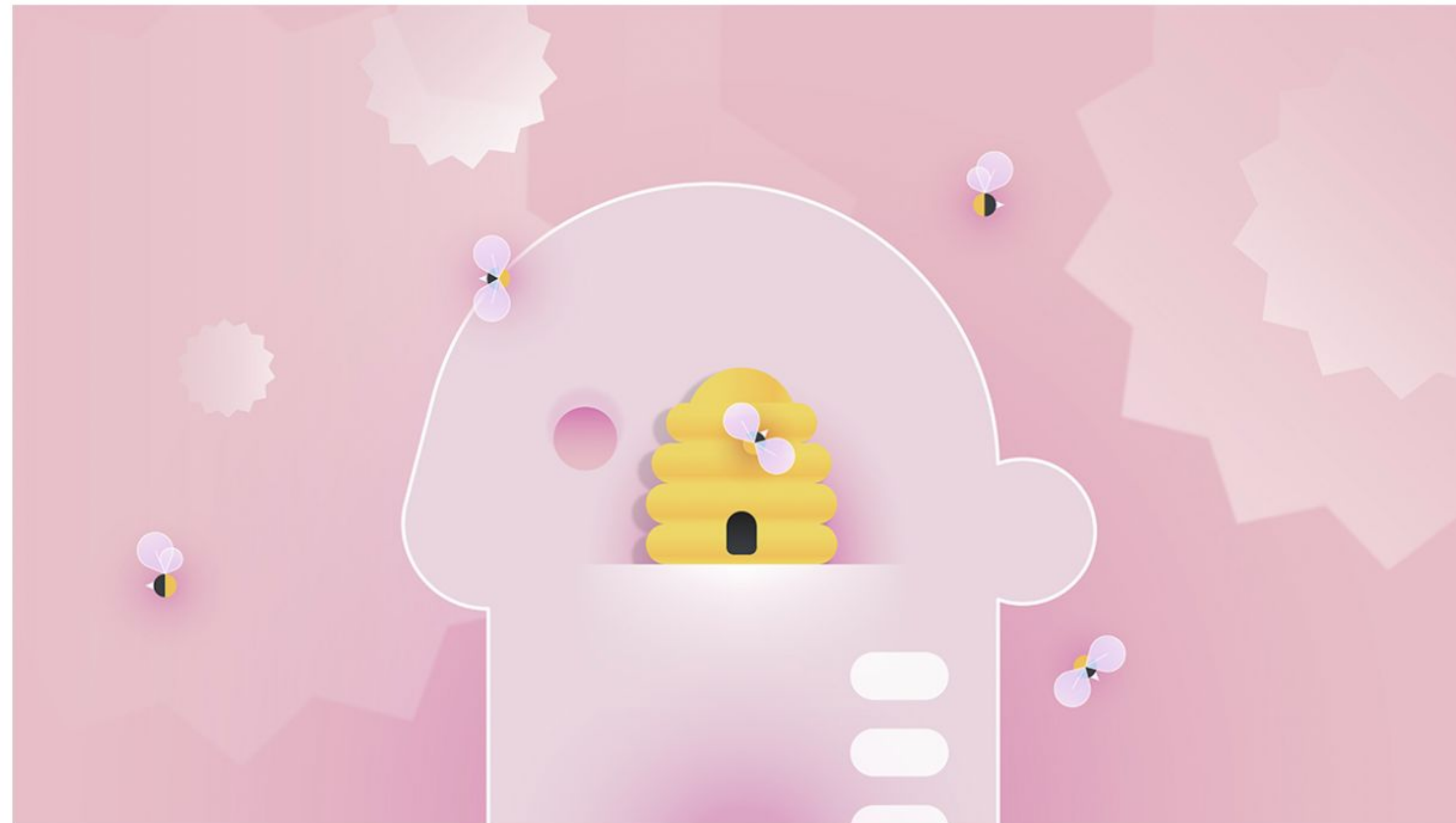


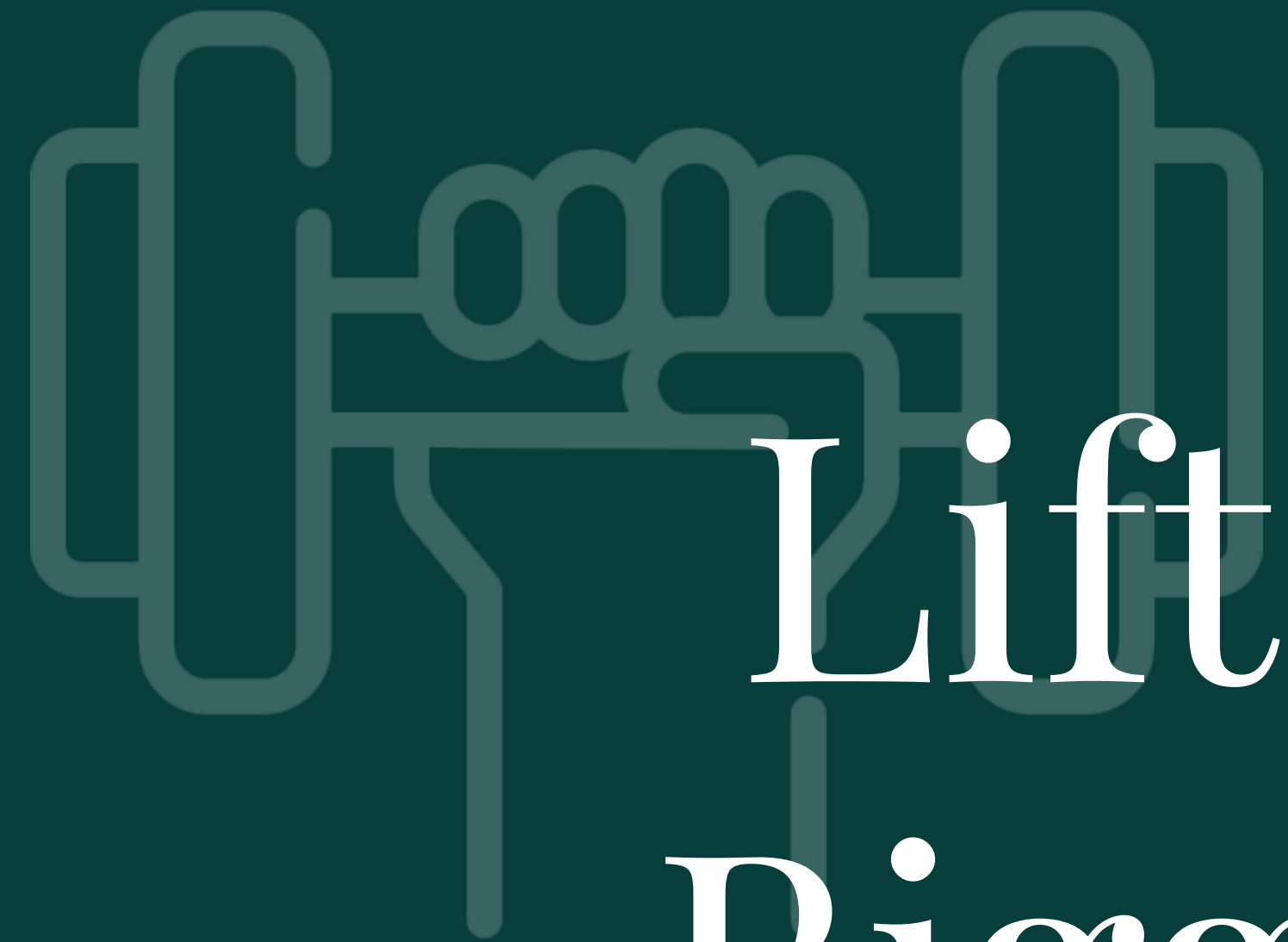
Illustration by Daniel Creel

Summary. As the pandemic wears on, leaders across industries are feverishly trying to figure out what the “new normal” needs to look like, which seems to be constantly shifting under their feet. To stay motivated as we encounter unprecedented levels of uncertainty in every... [more](#)



Realistic Optimism





Lift Up to the Bigger Picture





Embrace Candor



With the **three** evidence-based practices we explored
**(Realistic Optimism, Lifting Up to the Bigger Picture,
Embracing Candor)**, how would they be optimally beneficial
to your team if you choose to weave it into your team
mindsets, behaviors, communication and culture?

