

# Leading the Human Side of Change Plan

Identified Change:

## **Leadership Strategies:**

When thinking about leading others, what influences your response to leading others through change e.g. work history, family history, life experiences, cultural perspectives, individual personality?

What are your strengths? How can you draw upon your strengths to assist you in leading your team through this identified change?

These are my responses to change:

Identify what you are losing?

- |   |  |
|---|--|
| <input type="checkbox"/> Work, personal, or cultural identity | <input type="checkbox"/> Status                  |
| <input type="checkbox"/> Power/influence                      | <input type="checkbox"/> Control                 |
| <input type="checkbox"/> Relationships                        | <input type="checkbox"/> Memberships             |
| <input type="checkbox"/> Meaningful work                      | <input type="checkbox"/> Routines/structures     |
| <input type="checkbox"/> Competence                           | <input type="checkbox"/> Work or personal future |
| <input type="checkbox"/> Other: _____                         | <input type="checkbox"/> Other: _____            |

Adapted from William Bridges' Loss Analysis

What are the ways, if any, you can compensate for any key losses?

Are you stuck in the Marathon Effect? If so what strategies can you use to shift out of this mindset?



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## Team Strategies:

Identify what individuals or teams are losing:

- Identify individuals or teams in the grey boxes below.
- Put a check mark in any of the column boxes that identify a loss you think this person or team may be experiencing.
- Review and notice if an individual or team might be experiencing multiple losses or a significant loss.

Loss					
Work, personal, or cultural identity					
Power/influence					
Relationships					
Meaningful work					
Competence					
Status					
Control					
Memberships					
Routines/structures					
Work or personal future					
Other:					

Adapted from William Bridges' Loss Analysis

When you think of your team, what are the factors that might influence their response to change e.g. work history, family history, life experiences, cultural perspectives, individual personality?

What stress responses are you noticing or anticipating from your team or individual team members?



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## **Team Strategies:**

- Show up to events/meetings and listen to understand
- Provide employees with information and listen to employee's concerns and perspectives.
- Have an "open door"
- Connect to individuals and team members through "walk arounds"
- Continue to consistently have team and individual meetings
- Explain the reason for the change versus selling the solution
- Identify and communicate anchors
- Communicate what you do know, what you don't know, and when you can tell the team more
- Establish rumor control mechanisms
- Talk about the change:
  - It's normal to have a response to change
  - Ask and listen to what employees are concerned and excited about the change
  - Acknowledge losses, as appropriate, openly and empathetically

## **Supports:**

Identify any supports or resources needed to assist you in leading the human side of change e.g. Employee Assistance Program (EAP), Human Resources, Organizational Development consultation, books, webinars, classes, etc.

