


INSTRUCTION CARD 2

During times of change, the focus is often on getting the change accomplished, not on getting the people through the transition. Transition takes longer because it requires that people undergo three separate processes, and all of them are disruptive. In this learning activity you will examine the three processes that people experience through during times of change and identify what you can do as a leader to help people work their way through each process.

Instructions:

Part I

1. Collect the emoji cards and distribute them evenly amongst your table group.
2. Take turns reading each emoji card (name and description) aloud and, working as a team, discuss and determine where the emotion likely shows up (ending, neutral or beginning phases of the process).
3. Place each emoji on your learning map in the appropriate phase. 

Part II

1. Discuss what actions you should take as a leader in order to help people move through the phases as smoothly and as swiftly as possible.
2. List the top five actions for each phase of the process.

Discussion questions:

Thinking back to changes you've experienced...

1. What did your leader do to help you manage through the transitions? What was the impact?
2. What could the leader have done differently? What impact would these actions have made?