**Leading Change**

**Participant Guide**

**Goodwill of Central and Northern Arizona**

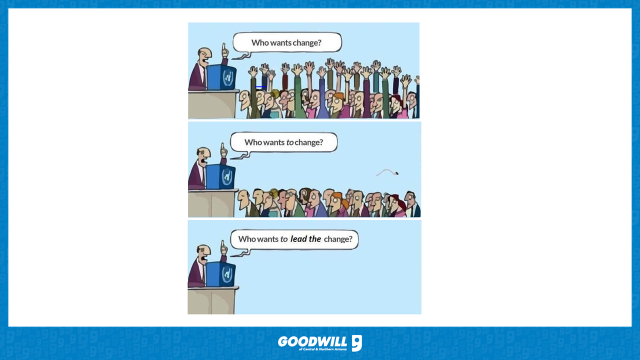
Welcome to Leading Change, the next course in your journey as a leader at Goodwill of Central and Northern Arizona.

**Learning Objectives**

Our goals for today are:

* Differentiate change from transition
* Explore how change and transition affects people
* Identify how to effectively lead through times of change

**Attitudes towards change**

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**Which change illustration stood out to you and why?**

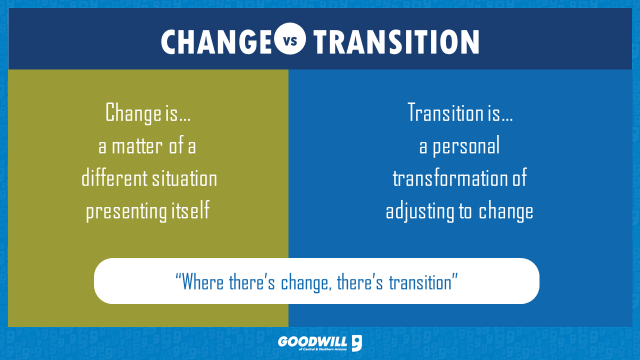
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**Overview**

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**Notes:**

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**Video**

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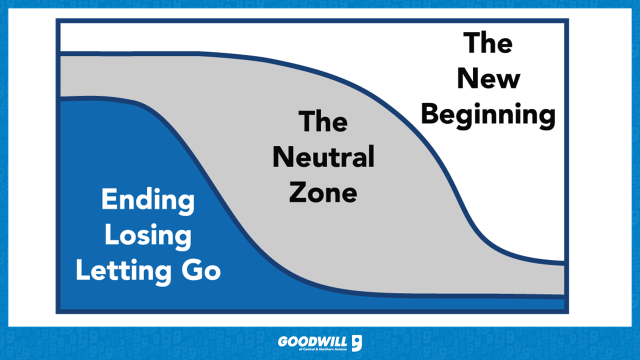
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**The Transition Model (William Bridges)**

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**Ending, Losing, Letting Go**

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**Neutral Zone**

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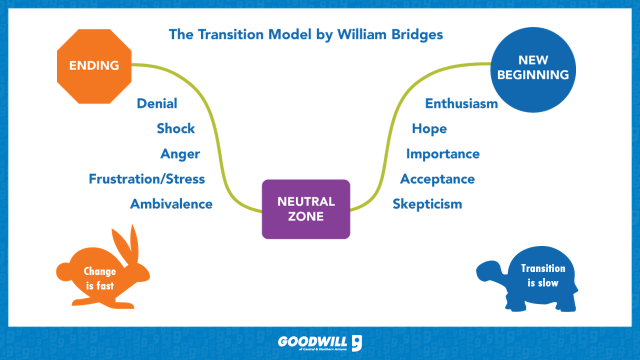
**New Beginning**

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**Transition Model (Emotions)**



**Notes:**

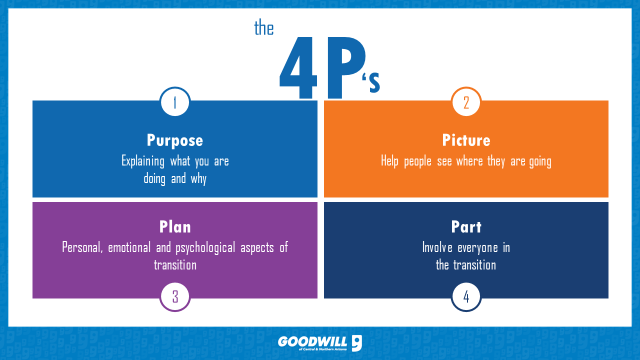
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**The 4 P’s**



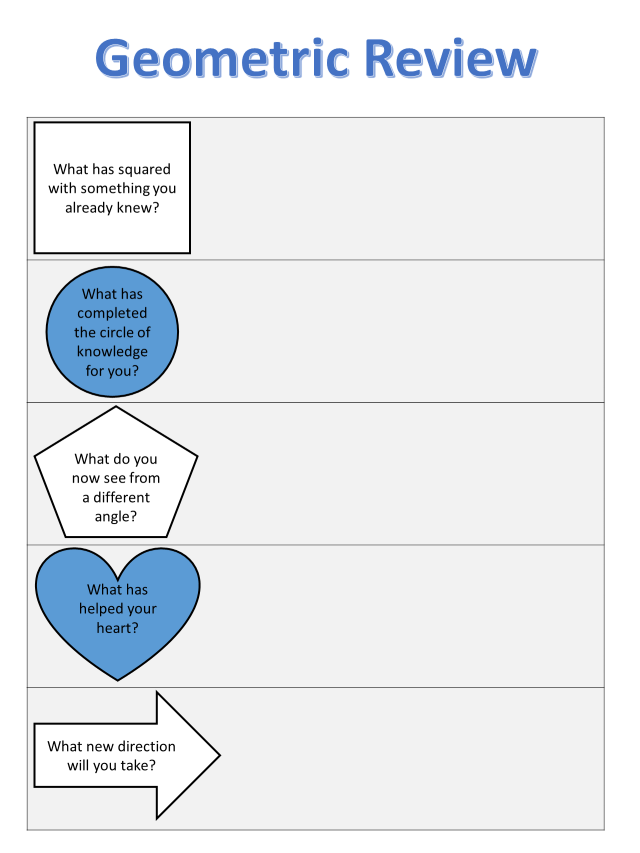
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**References**

Bridges, W. (1980). *Transitions: Making sense of life's changes*. Reading, Mass: Addison-Wesley.

Bridges, W and Mitchell, S (2002) Leading transition: a new model for change, in On Leading Change, ed F Hesselbein and R Johnston, pp 47–59, Jossey-Bass, New York