

Transformation and Transition Part 2



Learning Objectives

1. Learning to let go of the old(destructive habits)
2. Increasing our capacity and resilience
3. Execute a process to managing the transition
4. Developing strong strategies

What is Transformation and Transition?

Transformation is external and can be imposed from the outside, but we control our individual responses and approaches to the transformation

Transition is about letting go of the past and taking up new behaviors or ways of thinking.





Developing Strong Strategies

Developing Strong Strategies

Have the courage to look inside myself, to tell the truth, to be myself.

You can fool some of the people some of the time but you can't fool yourself if you have the courage to look inside, tell the truth or be yourself.



7 Steps

Identify/Accept the Need for Change

Assess and Define the Change Required

Analyze the Impact of Alternatives and Select the Best

Develop the Plan and Strategies

Implement the Plan and Strategies

Manage the Transition

Evaluate the Change

Think of a transition you are currently going through or will be going through in life.

For this activity, use the transition as a guide to work through the 7 steps.

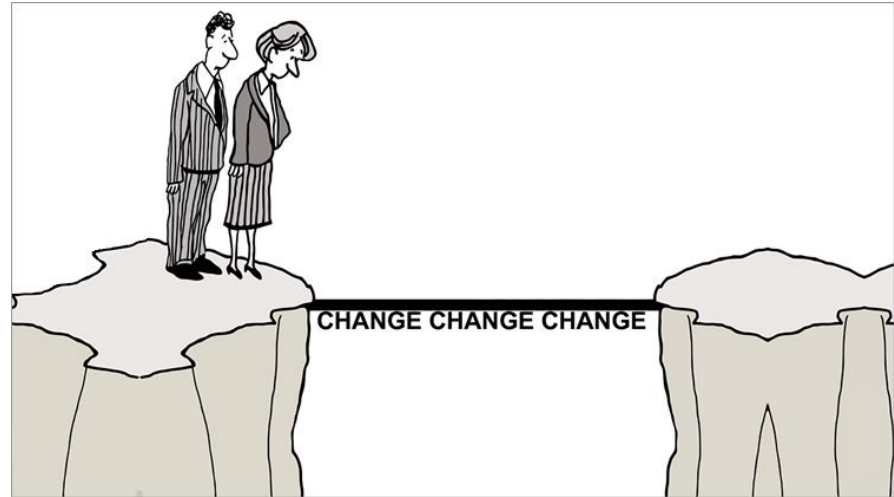
Identify/Accept the Need for Change

List the issues, indicators or symptoms

Ask Mentor to confirm the issues, indicators or symptoms

Decide whether change is necessary

Set up change support mechanisms (implementation, transition, communication etc.)



Assess and Define the Change Required

Identify the preferred future state

Assess the current state

Identify the gap or difference

Clearly define what must be changed

Establish measures of success



Analyze the Impact of Alternatives and Select the Best

List reasonable alternatives (including making no change)

Assess the pros/cons, outcomes/risks and potential side effects

Choose the best alternative

Identify restraining and supporting forces (i.e. people, events, rules and policies)



Develop the Plan and Strategies

Explain the change and rationale

Describe the current situation vs. the desired future

Explain the options considered and decision

Describe objectives, action plans, and measures of success

Develop strategies



Implement the Plan and Strategies

Enlist others for support

Determine readiness for change

Prepare and educate those implementing the change

Follow the timetable and sequence of events for communication, training, team development etc.)



Manage the Transition

Monitor transition issues and mentee's response to the change

Implement strategies to adjust with the transition

Recognize results



Evaluate the Change

Monitor progress and debrief

Design and conduct evaluation based on the measure of success

Document and report on the outcome

Adjust or alter based on evaluation



Activity

Mentee Fabrice's Transition Plan

Mentee Fabrice's Transition Plan

- Mentee Fabrice is about to start at a new work-site, thanks to the hard work he has put in and the guidance of Mentor Byron.
- Mentor Byron helped find some contacts on this work-site for Fabrice, but he does not know anyone directly at this work-site.
- To work at this new place, Fabrice must stop working at his kitchen job, and it is his first time really practicing his trade in Toronto.



Mentee Fabrice's Transition Plan cont.

- Following the steps covered earlier in the lesson, come up with a Transition Plan for Fabrice as he prepares for this big change/transformation in his life.

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Review of Transformation & Transition

Closing Notes

