



Maneuvering through Change with More Ease Outline

Maneuvering through Change Introduction

- Why is this topic a hot topic?
 - We are experience the most rapid change in history. What are some of the changes going on in your workplace? Do you know where you organization will be in 5 years (technologically)?
 - Change has a dramatic impact on our mental wellbeing, physical health and social relationships.
- Engagement/Being Willing – talk at table:
 - When you think of change, what words come to mind?
 - Think of the last time you experienced effective change. Describe this experience to a partner in 60 seconds.
 - What made this experience good for you?

Our Brains During Change

- Explore the impact to our brains and bodies during change
 - Brain: activation of Amygdala Hijack
 - Brain: effective, smooth change happens in Prefrontal Cortex
 - Bodies: Hormones – cortisol, adrenaline, testosterone
 - Impact on Health and Wellbeing
 - Bodies: Neurotransmitters – oxytocin, dopamine, serotonin

Crazy Time

- Matthew Kelly's Crazy Time Concept

ANTS – Automatic Negative Thoughts

- Activity: What are your automatic negative thoughts during change?
- Activity: What are other's automatic negative thoughts during change?
- 12,000-60,000 thoughts in a day; 85% negative
 - Just because we think a thought does not make it the truth
 - Nevertheless, I am willing.

LEAP Training & Coaching

- Introduction

Navigating through the Darkness

- Learned the science; now let's explore the art of navigating during change



1. FUN

- Fun makes change easier
- Bodies: Neurotransmitters of fun

2. Purpose

- Knowing the Why of Change
 - Activity: Think of a time you did not understand the reason behind a change. What ANTs did you notice?
- Enrolling – the initial why
- Re-enrolling – keeping them aligning to the why

3. Priming for Trust

- Did you know we can actively choose trust? And we can take steps to invite another person to trust?
- Brain: Move from fear to partner
- Activity: What do I need to set aside to approach change with a better mindset? Am I willing to set them aside?
- Activity: What does another person need from me to feel valued, heard and supported?

4. All is Well

- A cloak of All is Well
- Activity: What can you do to provide a sense of All is Well during change?

5. What We Focus On Matters

- Brain: We collect evidence to support what we are focusing on
- Activity: What do we need to focus on during change?
- Activity: What are some actionable steps/rituals you can implement to focus on these things?

6. Intentional Feedback Loops

- At our core, we are not designed to share or speak up
- Activity: What are some clear, intentional feedback loops we can implement during times of change?

7. Acknowledgements

- Brain: Acknowledgements activate our Prefrontal Cortex
- Activity: What are some clear acknowledgement steps/rituals you can implement during times of change?



8. Celebrate

- Brain: Celebrations flood our brains with neurotransmitters: oxytocin, dopamine, serotonin
- During games, we celebrate every step.
- Activity: How can we celebrate more frequently during times of change?

Conclusion to Maneuvering through Change with More Ease

- Biggest learning; three examples from the group
- Three things they are going to implement when they return to work
- Conclusion