

The Joy of Change

Successfully Leading through Transitions & Transformations

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Reasons Change Is Seen As Negative & How to Shift

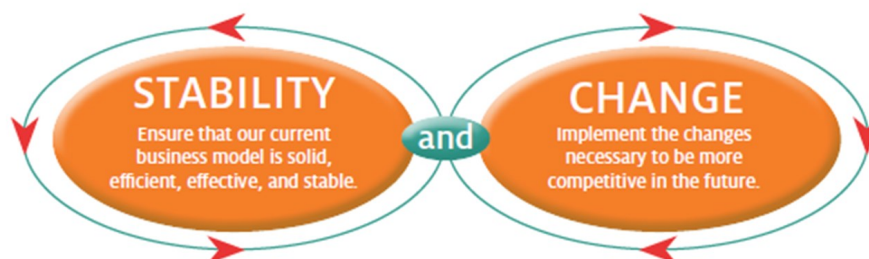
#1—Our _____ are wired to _____ change.

Sign Your Name

#2- We are _____ with _____ changes at once.

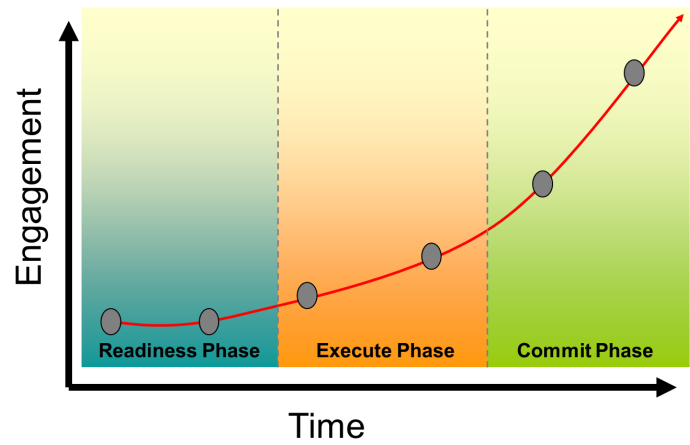
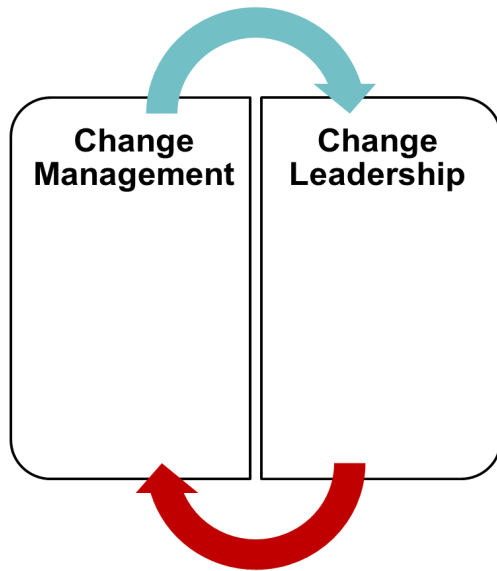
What changes are you going through right now at work and in your life?

What is not changing?



Reasons Change Is Seen As Negative (continued)

#3—We forget to address the _____ change



Attitude

Our attitude is

- ⇒ shaped by our past experiences.
- ⇒ Triggered by our fears.

Assess people's overall attitude about desiring to make this change.

1	2	3	4	5
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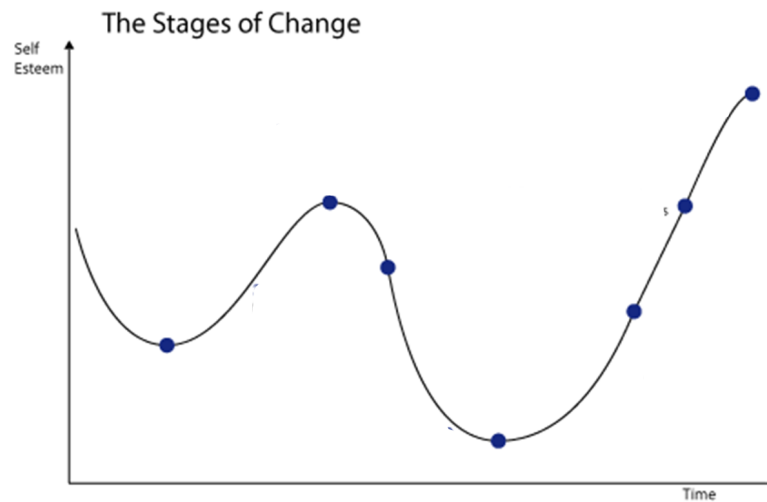
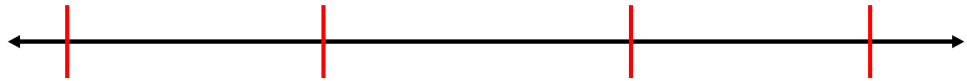
Awareness



My
Change
Personality

Change Adverse

Pro-Change



Doubt, Meaning, Experiment, Shock,
Disbelief, Acceptance, Integration

What can you do to help support your team members during these different stages of emotions?

Four Core Communication Stories

- ⇒ Future
- ⇒ Why
- ⇒ Spark
- ⇒ Today

Rank the level of awareness people
have about the change.

1

2

3

4

5

Action

	Areas of Control	Areas of No Control
Take Action	Mastering	Spinning Wheels
Take No Action	Giving Up	Letting Go

Personal Power Grid used with permission by Cynthia Scott and Dennis Jaffee

What baby steps can you take to create breakthroughs for your employees?

Rank the extent to which people have a clear understanding of the actions to make this change.

1

2

3

4

5

Assess

⇒ Where are we going?

⇒ Where are we at?

⇒ What do we need to do to get back on track?

Rank the extent that we are periodically checking in on making this change.

1

2

3

4

5

Adopt & Acclimate

- ⇒ Do we need to modify our systems in order to create sustainable change?
- ⇒ What are the consequences of not changing?
- ⇒ What have people been doing right?
- ⇒ What are some success stories?

Rank the degree to which people are receiving support & reinforcement for adopting this change.

1	2	3	4	5
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Rank the degree to which people are fully integrating this change.

1	2	3	4	5
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5	
4	
3	
2	
1	
	A1 A2 A3 A4 A5 A6

Let's Connect on Social Media



"A change of heart leads to change in behavior and a change in behavior leads to changing the world."

~ Marianne Williamson



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