Managing Change & Transition

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Change is Constant

What are some changes you've noticed in your lifetime?

What changes are coming in your future?

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TECHNOLOGICAL CHANGE

What's that? →

It's a hard disk in 1956

In September 1956, IBM launched the 305 RAMAC, the first computer with a hard disk drive (HDD). The HDD weighed over a ton and stored 5MB of data.

$3200 per month RENTAL, used 1956 to 1969

Makes you appreciate your $8, 4 GB USB flashdrive, doesn't it?

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1970-1981

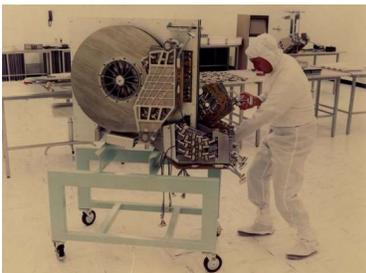**250 MB, $100K**

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1981-1985

IBM 3380: 2.52 GB, $81K

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1985 (back) $40K, 2GB but smaller

Each on in the row is 4-5 years apart.

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First USB drive-2001, now this:

2TB High Speed USB 3.0 Metal Flash Drive Pen Drive U Disk External Memory Stick

Condition: New
Sale ends 1d 13h in:
color: Silver
Quantity: 1   More than 10 available / 38 sold
See feedback

Price: US $5.63
Was US $5.99
Save US $0.36 (6% off)

Buy It Now
Add to cart
Add to Watchlist

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ECONOMIC CHANGE

- 88% of the Fortune 500 companies in 1955 no longer exist.
- 40% of Fortune 500 TODAY will be gone in 10 years.
- Since 1980, Fortune 500 companies have eliminated 3.8 million jobs.

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SOCIETAL CHANGE

	1900	2021
	Men outnumbered Women 38.8M versus 37.2M	**Women** outnumbered Men 167.51M versus 164.38 mil.
	IN THE WORKPLACE	
Women	18 %	47 %
Men	82 %	53 %
	HOUSEHOLD	
	4.8 people	2.6 people

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A Brief History of Time

Things used to change very slowly and we did not live very long. People did not experience a lot of change during their lifetimes

But, today things change very fast and we live much longer !
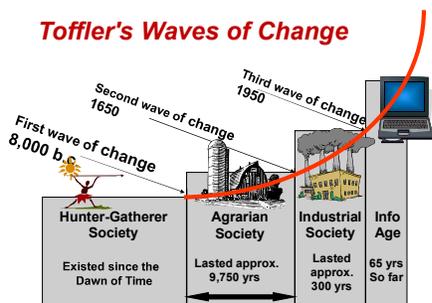*So people experience a lot of change during their lifetimes.*

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Change is Accelerating

Toffler's Waves of Change

Third wave of change
1950

Second wave of change
1650

First wave of change
8,000 b.c.

Hunter-Gatherer Society	Agrarian Society	Industrial Society	Info Age
Existed since the Dawn of Time	Lasted approx. 9,750 yrs	Lasted approx. 300 yrs	65 yrs So far

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Change is Accelerating

In his book, *Future Shock*, Alvin Toffler notes:

- **if you were to take the time that human beings have been in existence (about 50,000 years) and**

- **divide this time into 62-year average lifetimes**

- **you would get approx. 800 lifetimes.**

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Of those 800 lifetimes:

650 of them have been in caves.

It is only in the last 70 lifetimes that humans have been able to communicate across generations.

It is only in the last 14 that there has been the printed word, 9 with a printing press.

It is only in the last 5 that we have been able to measure time with any accuracy.

It is only in the last 3 that there has been the electric motor, 2 with automobiles.

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The Experience of Change

When our work changes we may be asked to:
- Take on more responsibility
- Learn new skills
- Work in different ways
- Change our VALUES

Many of these changes *we do not want* and <u>*would not have chosen*</u> for ourselves.

We may feel *unprepared, unwilling, or unable* to make the changes asked of us.

How does it feel when things are changing?

Feelings of loss, grief, anxiety

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Any change, even a change for the better, is always accompanied by drawbacks and discomforts.

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The Experience of Change

- But, we know we must adapt.
- Change is actually a process of transition.
  - Transition is the time between the announcement of the change, response, a period of adjustment, and finally adaptation to the new way.
- People move through the process of transition at different speeds.

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Reactions to change are *influenced* by:

- Life experiences

- Beliefs and Ideas

- Individual acceptance of change

Family
Co-workers
Friends
SELF
Boss
Religion
Learning
Society

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Change "announcement" is not "change management"

1. Recognize that people move through a process when adapting to change.

2. Explain why change "announcement" is not "change management".

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Transition Curve
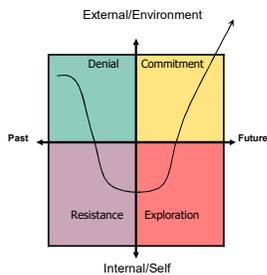
• 4 phases of transition

    • Denial

    • Resistance

    • Exploration

    • Commitment

External/Environment

Denial	Commitment

Past   Future

Resistance	Exploration

Internal/Self

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Recognizing Resistance

People do not resist Change…

                        …They resist Loss

Why?

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How do <u>YOU</u> resist change?

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What options do you have ?

- 2 Categories that change/stressors can go into.
- 3 ways people tend to respond to the things in those categories.
- Responses, including emotional ones, are based on NARRATIVE. So is CHANGE HEARTINESS.

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Letting go: The problem isn't new

God, grant me the serenity to accept the things I cannot change, courage to change the things I can, and wisdom to know the difference.   (Serenity Prayer (Christian) from AA)

If there's a remedy when trouble strikes, what reason is there for dejection?

And if there is no help for it, what use is there in being glum?   (Buddhist)

And they said: At the head of all understanding – is realizing what is and what cannot be, and the consoling of what is not in our power to change.   (Jewish-The Talmud)

Make the best use of what is in your power, and take the rest as it happens. Some things are up to us and some things are not up to us. Our opinions are up to us, and our impulses, desires, aversions-in short, whatever is our own doing. Our bodies are not up to us, nor are our possessions, our reputations, or our public offices, or, that is, whatever is not our own doing.
                    (Epictetus—Greek, "Stoics")

For every ailment under the sun
There is a remedy, or there is none;
If there be one, try to find it;
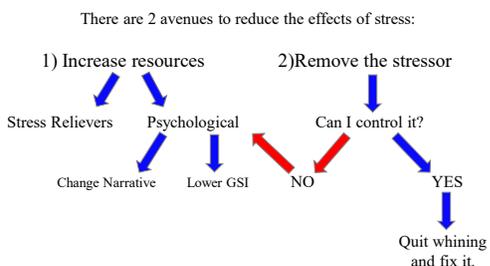If there be none, never mind it.   (Mother Goose)

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Managing Stress : Tom's Decision Tree

There are 2 avenues to reduce the effects of stress:

1) Increase resources   2)Remove the stressor

Stress Relievers   Psychological   Can I control it?

Change Narrative   Lower GSI   NO   YES

Quit whining and fix it.

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Build a Support Network

- **Work Network**

- **Family**

- **Friends and Community**

- **Does this mean complaining?**
  - Reality-checking
  - Perspective
  - Alternatives
  - Validation
  - Emotional support
  - Relevant information

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