



MANAGING
CHANGE
**BUILDING YOUR
CHANGE MUSCLE**

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CHANGE IS ESSENTIAL

**BUT CHANGE FATIGUE
CAN BE FATAL...**

WHAT IS CHANGE FATIGUE?



SO MUCH CHANGE HAPPENING THAT YOUR TEAM BECOMES:

- Overwhelmed
- Exhausted
- Apathetic toward change initiatives



ACTIVITY: WHAT ARE SIGNS OF CHANGE FATIGUE?

- **WORK IN SMALL GROUPS**
- **DISCUSS YOUR THOUGHTS**

AS A LEADER HOW CAN YOU COMBAT CHANGE FATIGUE?



- Look for and notice the signs of change fatigue
- Be intentional about change communication: content, frequency and timing
- Be compassionate with others
- Help people to plan and prioritize



WHAT'S THE REMEDY FOR CHANGE FATIGUE?



BUILDING RESILIENCE



BEING ABLE TO ADAPT WELL IN THE FACE
OF THREAT, ADVERSITY OR SIGNIFICANT
STRESS

HOW?

- **Develop your self-awareness**
- **Actively manage your daily energy**
- **Cultivate your social health**
- **(Re)discover the big picture: purpose and perspective**



BUILDING RESILIENCE



BEING ABLE TO ADAPT WELL IN THE FACE
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STRESS

HOW?

- **Develop your self-awareness**
 - What are your signs of stress?
 - What is your mental state?
 - What are my triggers?



BUILDING RESILIENCE



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STRESS

HOW?

- Develop your self-awareness
- **Actively manage your daily energy**
 - Dedicate time to non work-related activities
 - Take micro-breaks during the workday
 - Design boundaries that promote stress relief (exercise, social)



BUILDING RESILIENCE



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STRESS

HOW?

- Develop your self-awareness
- Actively manage your daily energy
- **Cultivate your social health**
 - Who is your go to - either at work or outside of work?
 - Who can help you make sense of change and adversity?



BUILDING RESILIENCE



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HOW?

- Develop your self-awareness
- Actively manage your daily energy
- Cultivate your social health
- **(Re)discover the big picture:
purpose and perspective**
 - Look for broader picture
 - Find learning opportunities
 - Small steps backwards can help provide perspective



ACTIVITY



INDIVIDUALLY

Recall big changes at work: Based on what we've reviewed-

- What did you do to build resilience and manage the feelings of being stressed, overwhelmed, exhausted?
- What were the challenges/obstacles to build resilience? How did you work through them?

CONNECT WITH PARTNER/S

Discuss your experience





QUESTIONS?

Thank you!