

Change Management: 5 Steps of Adjusting to Rapid Change

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FORMAT:

Groups of 3
Duration: 30 Minutes

PURPOSE:

To feel the different steps of change.

SETUP:

People get together in groups of 3 and spread in the room with their chairs.
Every group has tissues available.

INTRO / BACKGROUND:

When change happens, we have to digest it in a certain way, because change destroys the known, the comfort, what our box is used to.

Trainer explains "Map of 5 steps of adjusting to rapid change" and "Map of Acceptance"



INSTRUCTIONS / PROCEDURE:

Please get together in groups of 3.

One person per group put your hand up, you are the Nacktschnecken.

Second person put their hands up, you are the Tintenfische.

Third person is the Worm.

You will now all go through these five steps. Each of you will pick an example for a major change in the company. E. g. "Last months, when the cook of the cafeteria left, that was a big change for me." Or "In July, when my boss was fired..." Or "Next month, when the organizational structure changes and our department is dissolved...." Pick a change that you have not yet digested.

Nacktschnecke, you start. Tell the other two the example of a major change you are going through. What is or was a big change in the company? Now start saying. *I feel scared, because...*

Then the Tintenfisch goes next, names an example and also says *I feel scared, because...*

Then the Worm names his personal example and also says *I feel scared, because...*

After everybody in the team has expressed the fear, go to the next level. The Nacktschnecke starts again and says "*I feel angry, because...*" The Tintenfisch follows and then the Worm.

Then you go to the bargaining level.

Then you go to the level of grieving/sadness)

And finally you go to the level of acceptance. On this level you tell the other two how you are going to adjust to this change.

Any questions?

GO!

Note: this is subtle feelings work. People will express 10% feelings.

DEBRIEF: