



TTM Coaching



A Quick Guide to Managing Change

Embracing Change

Embracing change is not just a needed to enable growth; it is also at the core of personal and professional development. In both life and work, adapting to change builds resilience, innovation, and evolution. Rather than resisting the inevitable changes that occur, by embracing change it opens doors to new opportunities, broadens perspectives, and fuels progress.

It cultivates a mindset of agility, enabling individuals (and organisations) to thrive in ever-changing environments.

Embracing change will empower you to confront challenges with adaptability and creativity, leading to enhanced problem-solving and ultimately, greater happiness, success, and fulfillment in both your personal and professional life.



Change is the only constant



The Golden Rule

Be a thermostat, not a thermometer!

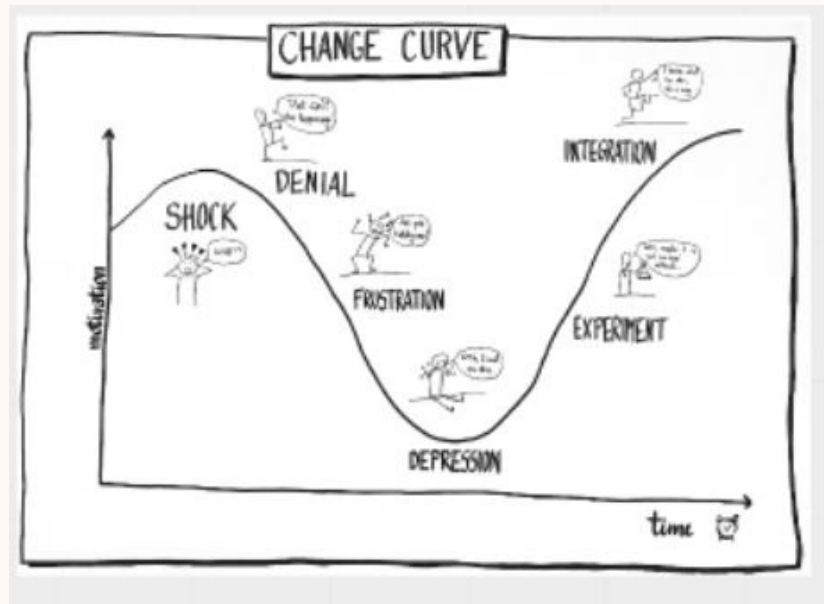
Don't simply take the temperature of your team, set it, and don't add to the heat.



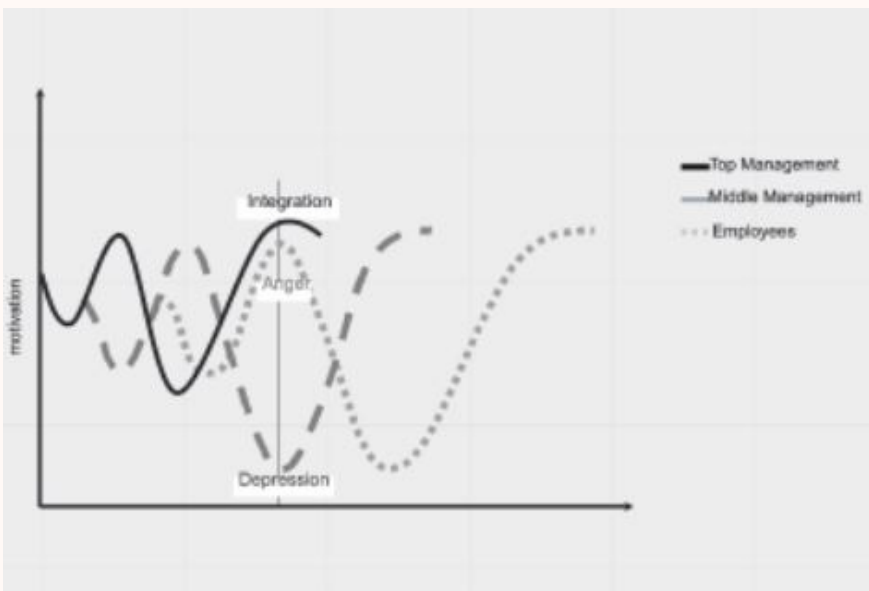
The Change Curve

6 STAGES OF EMOTION DURING CHANGE

1. Shock
2. Denial
3. Frustration
4. Depression
5. Experiment
6. Integration



THE TIMING OF THE CHANGE CURVE VARIES ACROSS TEAM MEMBERS



Each individual processes change in their own time.



Navigating change effectively

Acknowledge your teams emotions

Empathise with your team's concerns and build open communication, either in-person or digitally. This results in easier transitions and builds trust.

Lead by example

Embody a positive attitude, support self-care, set healthy boundaries, maintain high standards, align actions with expectations, and demonstrate reliability during transitions, building team trust, and confidence.

Communicate

Provide accurate information and address employee questions and concerns. Utilise various channels, 1:1s, team meetings, and email updates. Also, establish clear expectations on team communication.

Seek feedback

Establish a structured feedback system for team members to share insights, and actively solicit suggestions through scheduled sessions, (brainstorming, 1:1's) Use direct feedback to anticipate and address challenges.

Provide motivation

Utilise your coaching skills to inspire your team, Schedule individual meetings to understand concerns and enhance each team member's motivation to boost morale during transitions.

Try a coaching approach to support your team through change

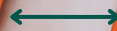
Instead of this:

I feel the same way too!

I know these changes are going to be problematic for the team.

I don't know any more than you do.

It is what it is, we just have to get on with it!



Try this:

I can see that this is difficult for you.

This change will also bring new opportunities.

As soon as I have any information, I will share it with you.

What can I do to further support you during this time?



Thank you!

Thank you so much for attending your monthly Coaching POD! We hope this resource is useful in your continued steps toward creating a coaching culture within your team and organisation .

If you have any questions, please get in touch.

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