



# INNERSEE

MAXIMIZING HUMAN POTENTIAL THROUGH  
**awareness, understanding and experience.**

## Organizational Transition

### Managing Organizational Transition

*How can your team or organization move through change effectively?*



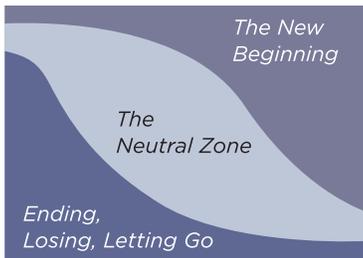
Organizational changes are usually intended to strengthen an organization. This can only happen if the people in the organization let go of the old, make their way through the disruption of the status quo and are fully receptive to the new way. If this human side of the change, called transition, is not actively addressed, changes will take longer, be more costly than planned and less likely to succeed. Employees left feeling resentful, demotivated and confused can jeopardize an otherwise successful implementation.

Managing Organizational Transition (MOT) helps managers gain commitment to a change rather than mere compliance.

#### How it works

This interactive and engaging session is designed by Linkage Inc. in association with William Bridges and is based on Bridges' Three-Phase Transition Model. Specific learning objectives include;

- Describe the critical difference between managing change and facilitating transition
- Assess the effectiveness of a current organizational change plan
- Identify where people are located in the three-phase transition process
- Create and implement effective strategies to:
  - Help others manage endings and losses
  - Lead others through the neutral zone
  - Facilitate whole-hearted new beginnings
- Share a preliminary action plan for facilitating the transitions associated with a current organizational change



**An MOT session will draw from the following modules using small and large group discussions, presentation, experiential activity and focused exercises to bring the material to life.**

Module 1: **Change Versus Transition**

Module 4: **Leading in the Neutral Zone**

Module 2: **Locating People in Transition**

Module 5: **Supporting New Beginnings**

Module 3: **Managing Endings**

Module 6: **Action Plan and Resources**

How can we help you maximize the potential of your organization? You can contact our office by phone, **519-653-2337** or send us an email at **info@innersee.com**

**innersee.com**

**Experience. Explore. Empower.**