

A Culture of Change



Any of this sound familiar?

Skillset needs are changing...

Technology and tools are changing...

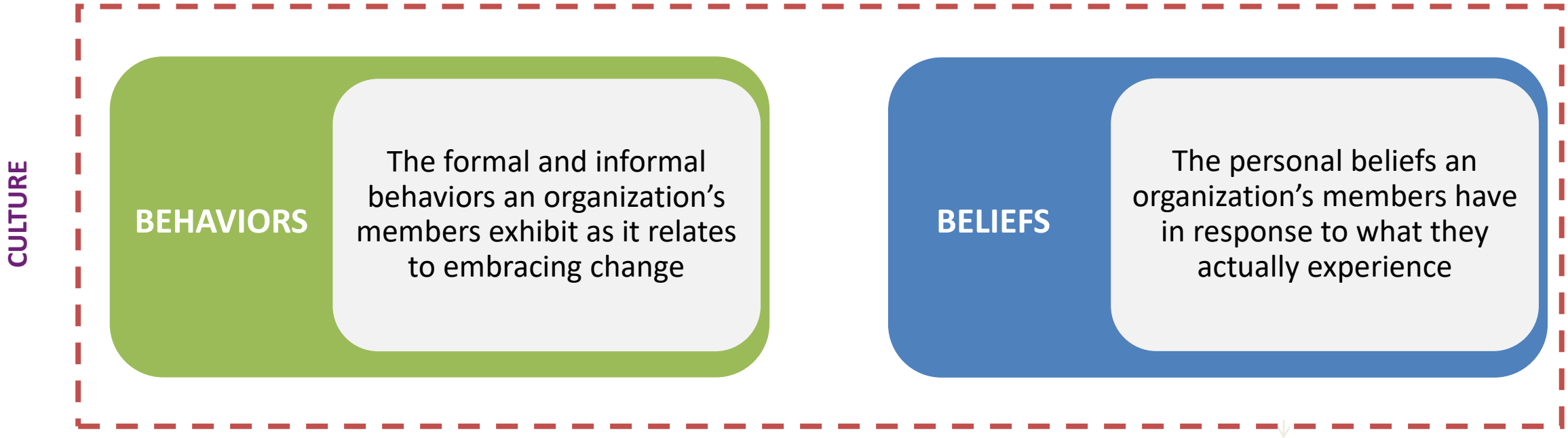
How we operate as people is changing...

So what????

You need to be prepared for what a culture of change looks like for you

You need to understand what is the 'Future of' work and how you succeed in a 'Future of' environment

A culture of change is the underlying behaviors and beliefs that define how PA's HR needs to progress over time



There is no one definition of a “good culture of change.” Culture depends on the performance desired to meet the organization’s and individual’s goals – there is no “one size fits all”

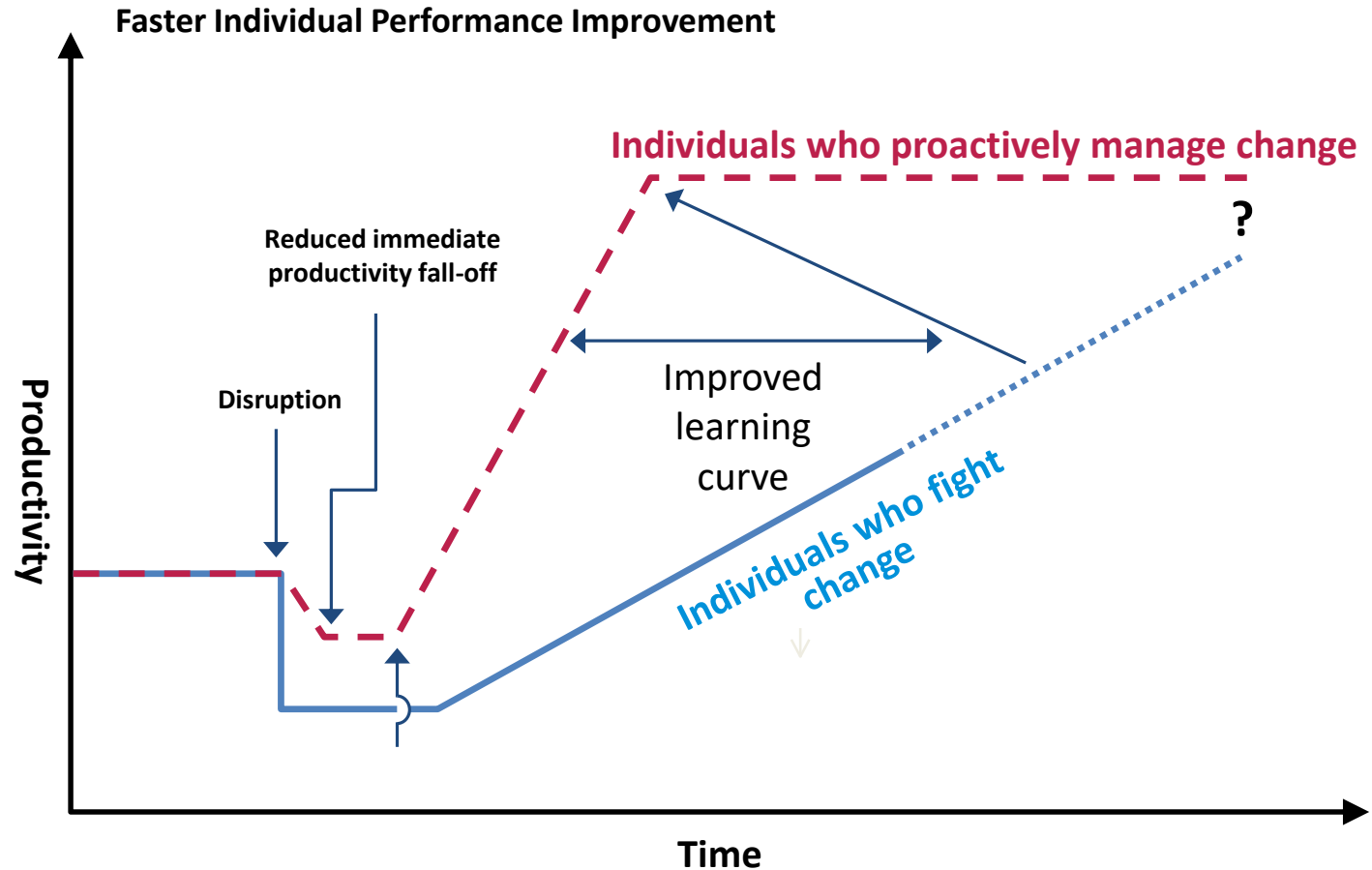
A Culture of Change

Disruption is the new normal and your ability to change will be the key to managing disruption in your role

The ability to change is a key skill in creating sustainable success in your career. Having a **framework to manage change** and embracing a culture of change will create success for both you and your organization over time.

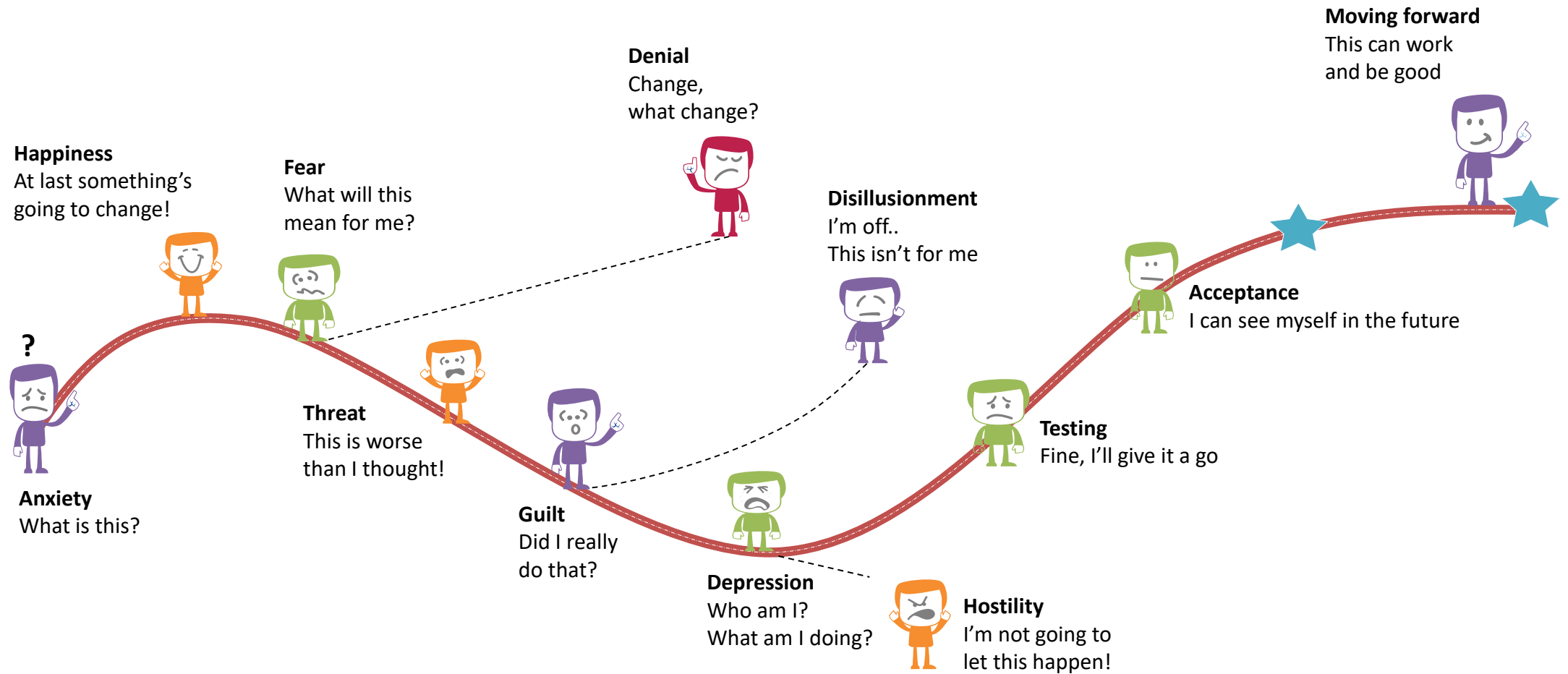
Anyone can embrace and succeed with change, yet few possess the tools and resource to do so.

Today, we will discuss how to **develop, prepare, and support** you to embrace constant change.



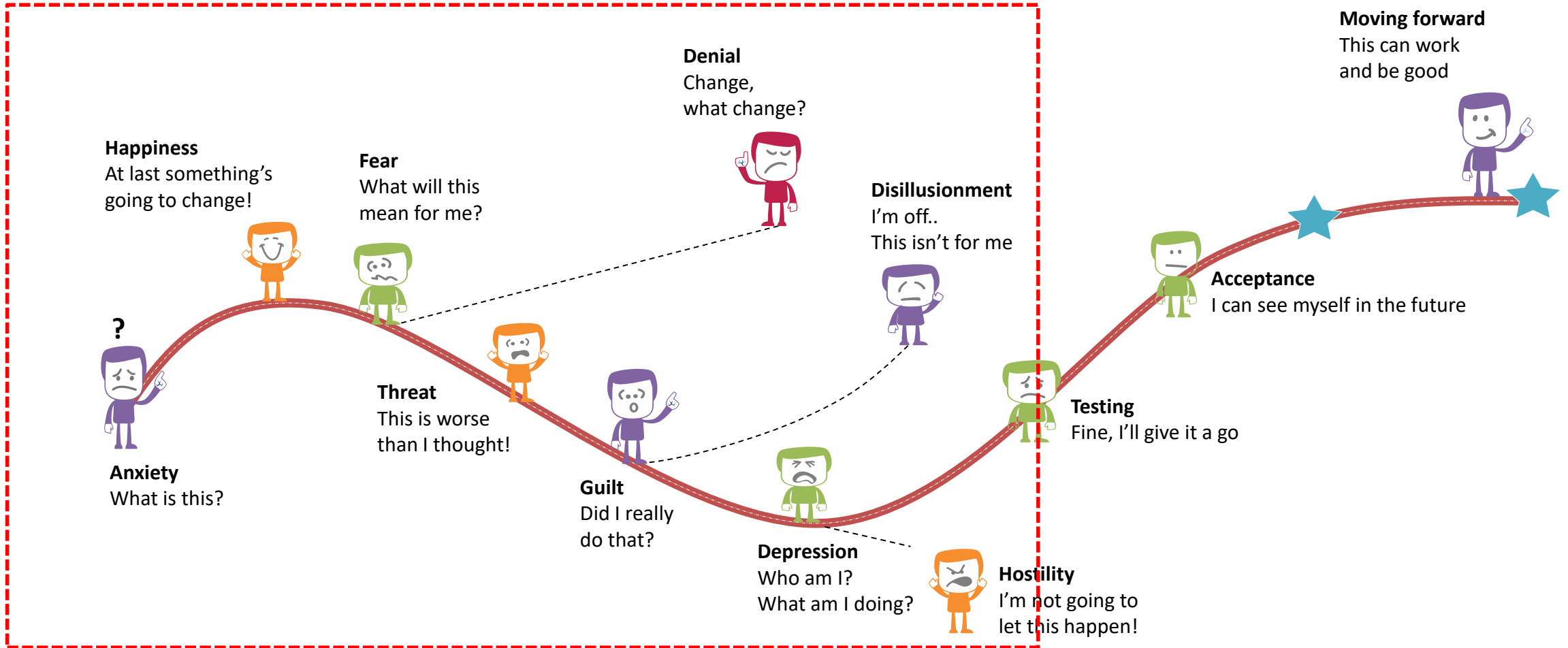
Change is the new normal...

We all start somewhere...

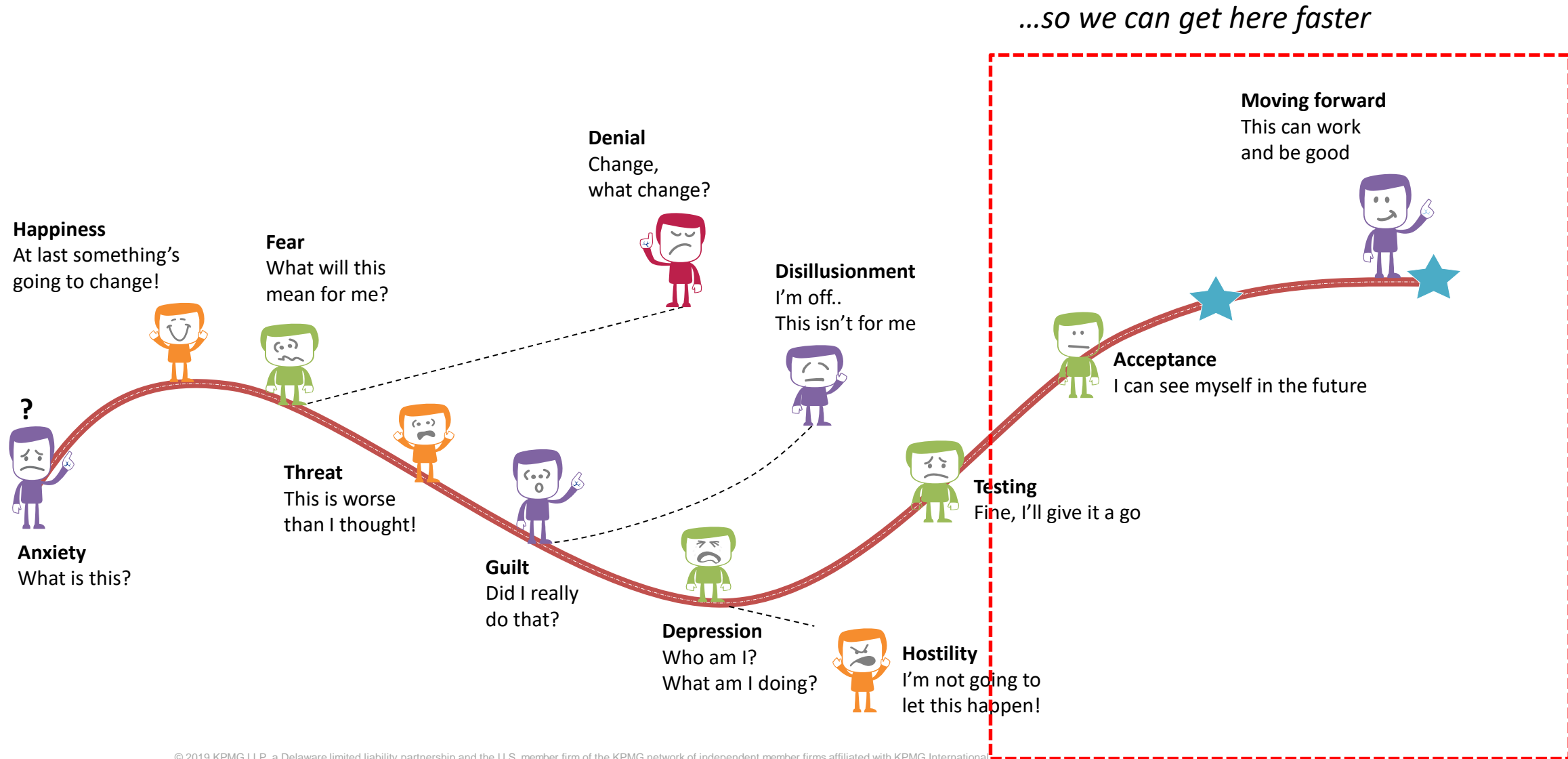


We all start somewhere...

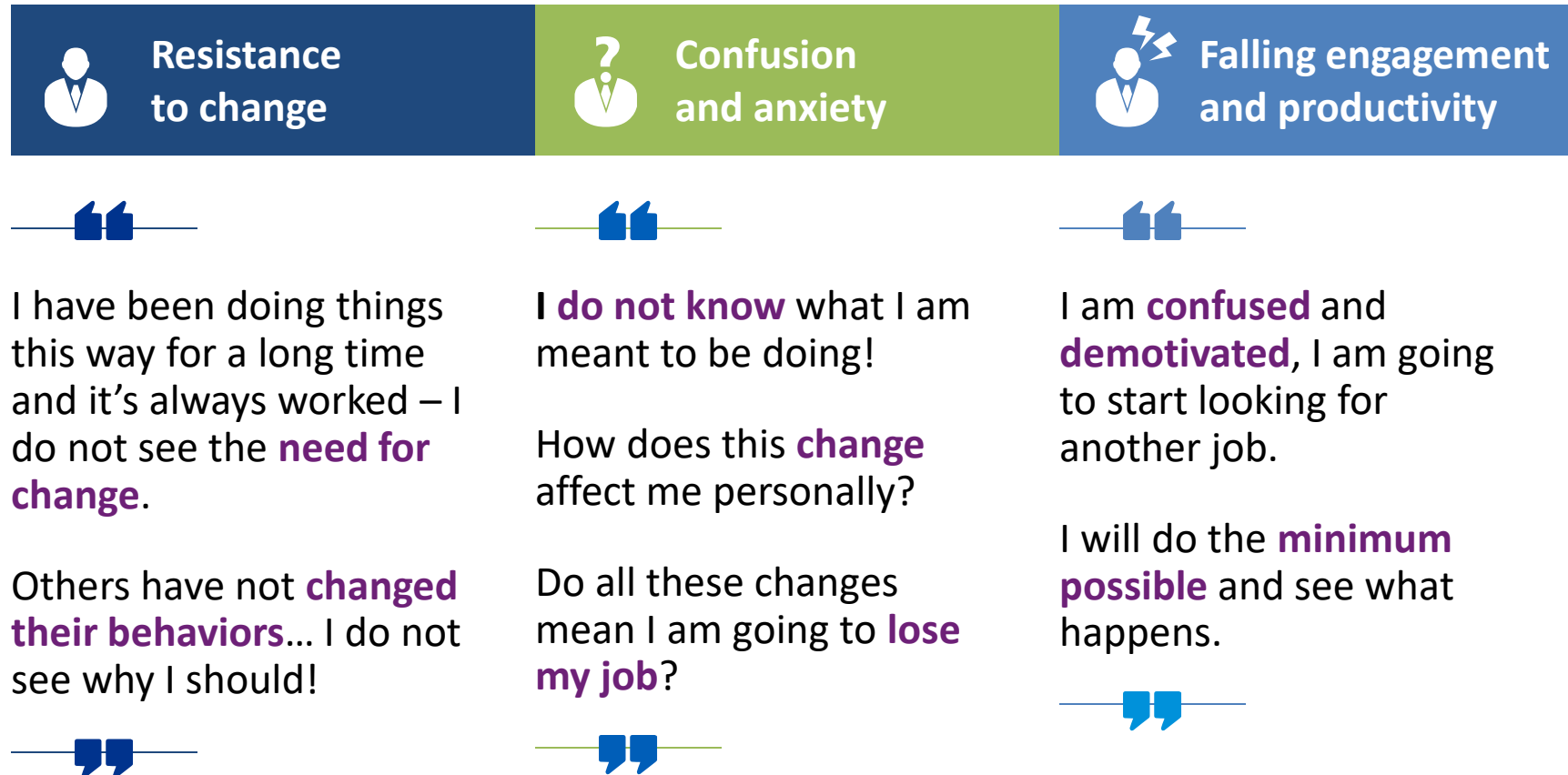
Shorten the length of time spent here...



We all start somewhere...

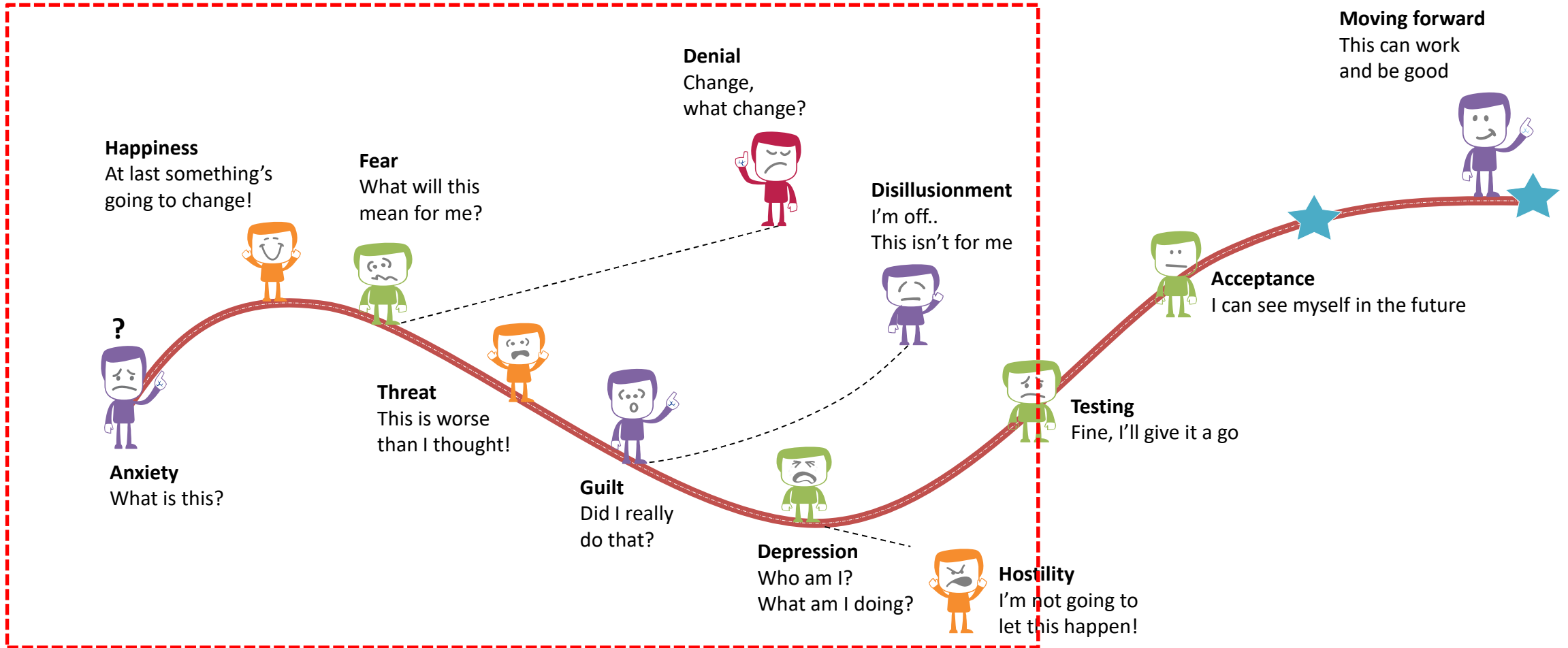


Effective Change Management Must Address Behavioral Change Challenges . . .



Change Journey

Remember we said we want to shorten the length of time spent here...so let's talk about how to do that



3 Tactics To Better Embrace Change And Combat Resistance

Embracing and creating sustainable change is rooted in gaining an understanding of the reasons for change

Identify and Understand

- **Identify** changes you expect and anticipate how it will impact you
- Seek to understand the **reasons and causes** of change, regardless if you agree or disagree with them
- **Accept** the fact that you feel the way you do and acknowledge your concerns
- **Be honest** with yourself as it relates to your thoughts, feelings, wants, and motivations
- **Reframe** the impact of the change to focus on **positive** and **progressive** outcomes

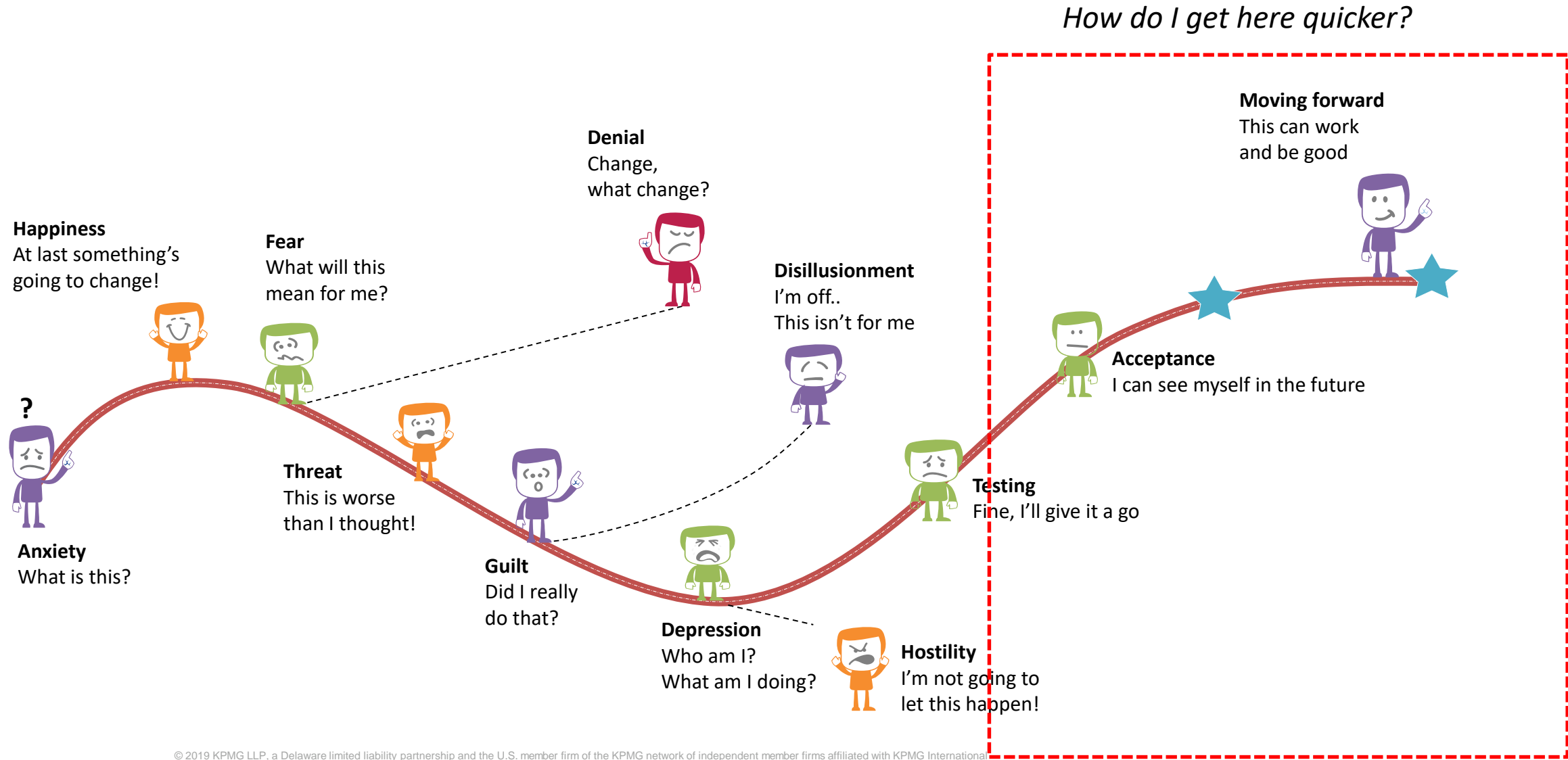
Tailor Your Approach

- **Start** by envisioning an ideal outcome for both you and the change
- Remember that change is not “**one-size-fits-all**” and that everyone’s view of success may be different
- Create **actionable steps** to achieve a vision of success:
 - Attending new trainings to learn a new tool and skillset
 - Aligning expectations with a new manager

Implement Your Vision

- Evaluate the ongoing success of your approach and **readjust** as needed
- Focus on what you can **positively impact**
- Set **reasonable timelines** for yourself and understand that change is uncomfortable and does not happen overnight
- As you begin to feel comfortable, champion the change to improve the experience of others

Change Journey



4 Personality Traits Acceptance And Moving Forward

Empathy

Stepping into the “shoes” of others to understand their hopes, ambitions, fears and anxieties; stepping back from your personal agenda to see the change through the eyes of others, and meeting people where they are

Curiosity

Understand that you don't always have the answer, relying on the right questions to explore issues; searching to better understand resistance and to identify new possibilities and opportunities

Resilience

“Staying the course” in overcoming opposition amidst the challenge of driving and embedding change; stepping into perceived failures to develop lessons for success

Humility

Openness to learning and discovering more about yourself and your impact; encouraging candid feedback to identify opportunities to become better, acknowledging vulnerabilities and allowing others to shine

You're Ready To Operate In A 'Future Of' Environment Because You Now Know How To...



There are a lot of **benefits** to this new way of doing things

Now that I understand what this change means, I'm hoping to be a **champion** of this change



I've **gathered the needed information** to be successful through this change

This change will have impacts to my reporting structure and I **understand** how and when they will take place



I am **confident** and **motivated**, I am looking forward to the opportunity of learning new things.

I will **be the example** of embracing change and am committed to making this change a success



Questions?