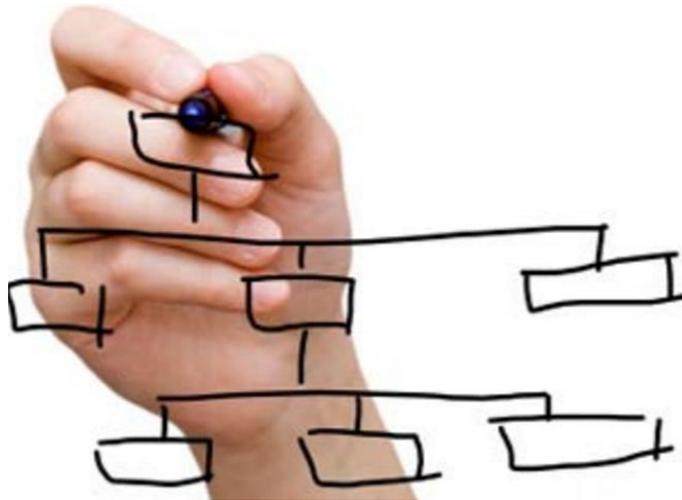


Change, transition & retrenchments

- *This messes with your head*

Change and transition are different. Given most if not all change involves people, understanding this distinction is key to any change success.



Let me explain what I mean. Change is situational; it is an external event that takes place, this could be a change in leadership or implementation of a new organisational structure. This change can often happen very quickly.

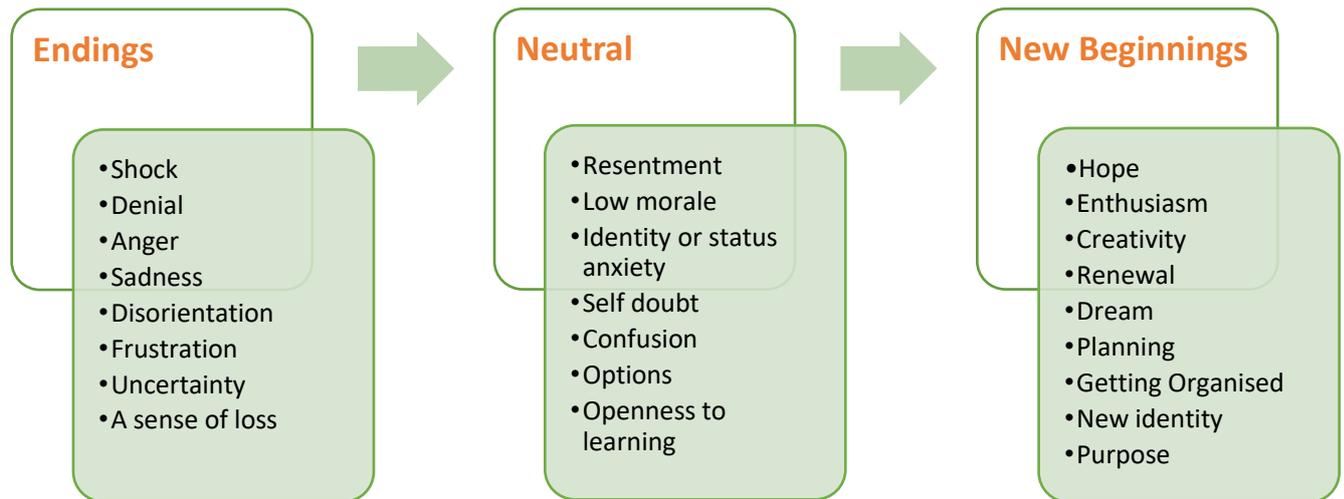
Transition however is the inner psychological process that people go through as they internalise and come to terms with the new situation that the change brings about for them.

When someone's role is made redundant or even if someone is asked to leave for non-performance reasons, for example, they will go through an emotional transition as they leave their employer. The starting point for dealing with transition is not the outcome but the endings that people have in leaving their old work situation behind. The Bridges transition model is helpful to explain this process. The model shows that in any transition there are three stages. Endings, neutral and new beginnings. Each stage brings with it a set of emotional responses that the person must walk through. This road can be short or long depending on the person and their specific circumstances.

Endings

Ironically transitioning starts with an ending. In the situation where the change is the loss of your job, there is a lot you have to let go of. The first phase of transition begins when people identify what they are losing and learn how to manage these losses. This includes; a regular income, a group of colleagues and friends, a regular place to go every morning, a way to use their talents, a way to structure their time, maybe their plans for the future, a way to be appreciated. They also lose an identity—or at least an answer to the question, “What do you do?”

To move positively forward they need to start where the transition itself starts: with letting go of the inner connections they had to the way things were. The question that always helps here is “What is it time for me to let go of?” Sometimes this can be sad or painful, other times it can be a relief.



Neutral Zone

The second step comes after letting go: the neutral zone. People go through an in-between time when they may be still working, or could be working in a project role for a period of time or have received a package and are no longer required to attend their previous place of employment or are in the new job search process. It is when the critical psychological realignments and repatterning's take place. It is the very core of the transition process. This is the time between the old reality and sense of identity and the new one. This is often a time of flux and often feels very uncomfortable. Transitioning through this stage represents a path to the next phase of your life and with outplacement support it can often be a time of great learning and discovery.

New Beginnings

New beginnings involve new understandings, new values and attitudes. New Beginnings are marked by a release of energy in a new direction – they are an expression of a new start of achieving a fresh identity. People find purpose and meaning, align opportunities to their values, reassess what's important. Here people are clear about the direction they want their career to go in, the strengths and value they can add to an employer. They find new meaning and drive and embark on the next phase in their career. For some this is a new job in the same industry, for others a new job in a new industry or for others self-employment or retirement.

A well-managed career transition allows people to establish in new roles with an understanding of their purpose, the part they play, and how to contribute and participate most effectively. They feel reoriented and renewed emotionally and psychologically.

Next time you either make positions redundant or make internal changes or promotions that impact on people's job roles, remember change is quick but the psychological process people go through adjusting to the change is much slower so please take this into account & maybe the Bridges Transition Model may be worth looking at. <http://bit.ly/2kXX3ij>

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