VSHRM

Valley Society for Human Resource Management

Great Lakes Bay Region - Michigan

SCOTTLESNICK

CHANGE

Change is **newer** for some
Unprecedented,Virus-Pandemic,Social Distancing
It's going to **continue-**you must **adapt**
It's important to **remain focused** on work/you
Workforce transformation- retire, move on-new opportunity, let go

CHANGE IS OCCURRING FAST

Change

Big Picture

LEADING!

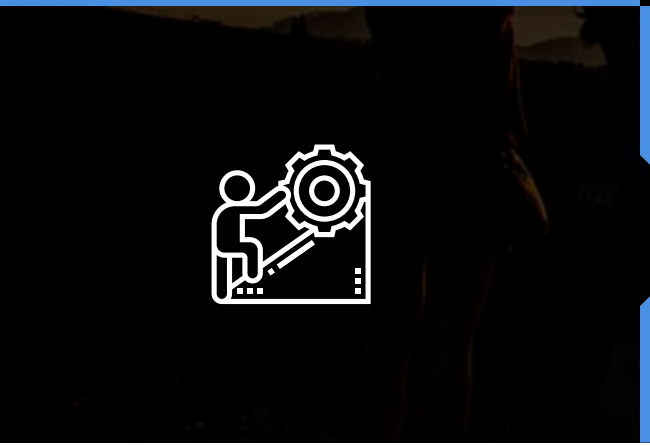
Traf-O-Data

Microsoft

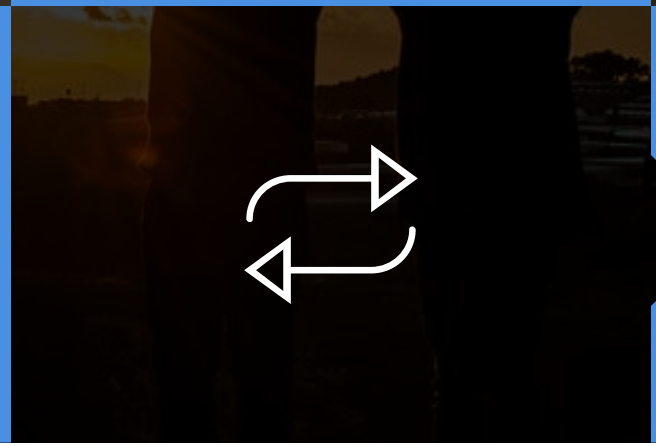
UNDERSTAND THAT CHANGE WILL OCCUR

Deal with the fear-
Speak to others
Open up

Fear of change involves dealing with the **unknown** – Management too!



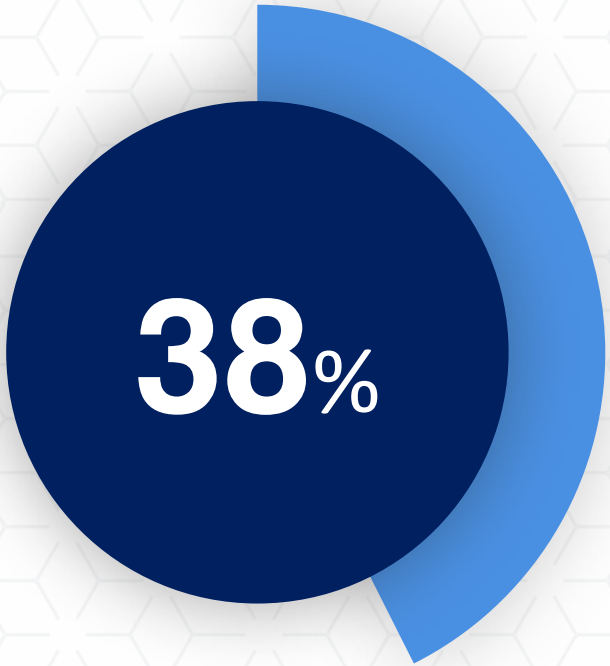
Talking to others at work or those who have undergone a similar change/challenge



Remember that work can change direction. You must **adapt** often

Change Can Be Difficult, However…

According To The Workplace Research Foundation



of highly engaged employees are more likely to have above average productivity

Remaining Employee Centered

- New roles, new staff and new management
- Remind staff that things will improve/ discuss concerns
- Clarify the work. What is your role during times of change?
- Remind staff that change is also an opportunity for advancement! Remember, management your staff needs your assurance

IT'S ALL ABOUT OUR EMPLOYEES!

How To Talk To Staff

- **ATTITUDE**
  If you bring it they'll feed off of it
- **ENERGY**
  If you have it staff will have more
- **Talk, listen**
- Support learning and development/training
- One thing at a time
- Manage change in culture
- **You can do this. YOU'VE GOT THIS!!!**
- Focus on your health, stress. Scared, angry, concerned. Catch your breath…

Wayne

How do you cope with new company directives, change in management or navigating change at your job?

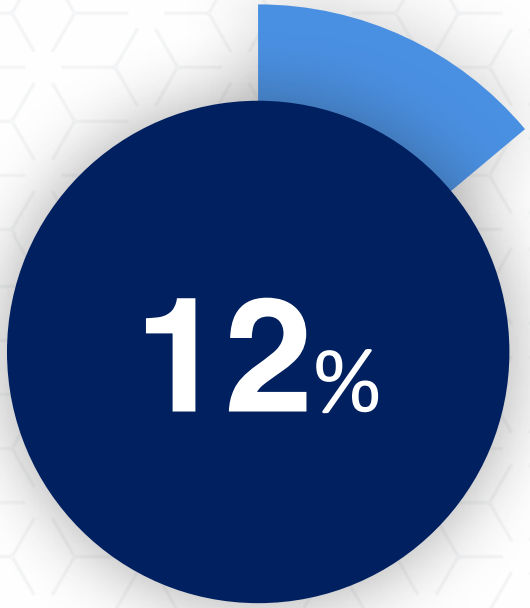
NEWMAN!

Change Leadership & Staff

- It's about **enlisting** people in change and keeping them committed throughout
- **Facing of uncertainties, health fears/concerns distractions,**
- **virtual, adapting, school, kids, parents**
  Develop the practices and behaviors that help people adapt to change
- **How do you deal with change- help my staff - lead on an organizational level?**
- Resiliency helps people handle the pressure, uncertainty,

  and setbacks. **Open communications are essential.**
- **With effective change leadership, organizations will overcome the pitfalls of failed change efforts and drive towards a stronger, more effective, and more prosperous future.**

According To The A Study By The University Of Warwick



Of Happier Workers Were More Productive.

That’s like adding an **extra day** to the two-week pay period!

What Else Can You Do For Yourself/Staff?

- Encourage open communication
- Encourage innovation- ideas
- Independence is good. Taking 2-3 x longer to do something doesn't work!
- Reward employees who keep it together
- Encourage feedback-discuss fears
- Positive comment, bonus, recognition

OR… You Could Hire TT!

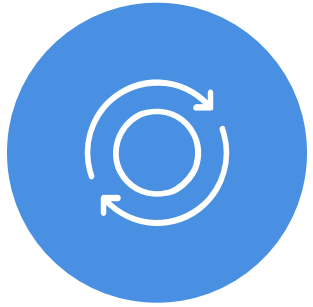
The Choice Is Yours

Learning

Development

Growth

Taking on a new role



Stay cozy or get out of your comfort zone

Look for another job

Remind Staff & Management

Assess yourself. Be honest. Stuff/change happens!

- Talents, qualifications, strengths, weaknesses, options
- Remember… **YOU ROCK!! YOU ARE NEEDED! YOU MATTER!**
- Stay focused on your work. Don’t slack off. Careers depend on it!
- Remain positive- **YES IT IS DIFFICULT**! But… it helps!
- Bottom line: **CHANGE CAN BE FRIGHTENING, AND DISRUPTIVE. IT IS AN UNKNOWN.**
- The right attitude, focus and commitment can lead to opportunities for growth, training and advancement

Leadership And Change

According to a 2013 survey of over 22,000 business executives by the Katzenbach Center

CULTURE PLAYS A CRITICAL ROLE IN CHANGE MANAGEMENT.

Well over half of organizational change management efforts fail because

THEY AREN'T LED USING THE STRENGTHS OF THE CULTURE WHILE MINIMIZING OR FIXING THE WEAKNESSES

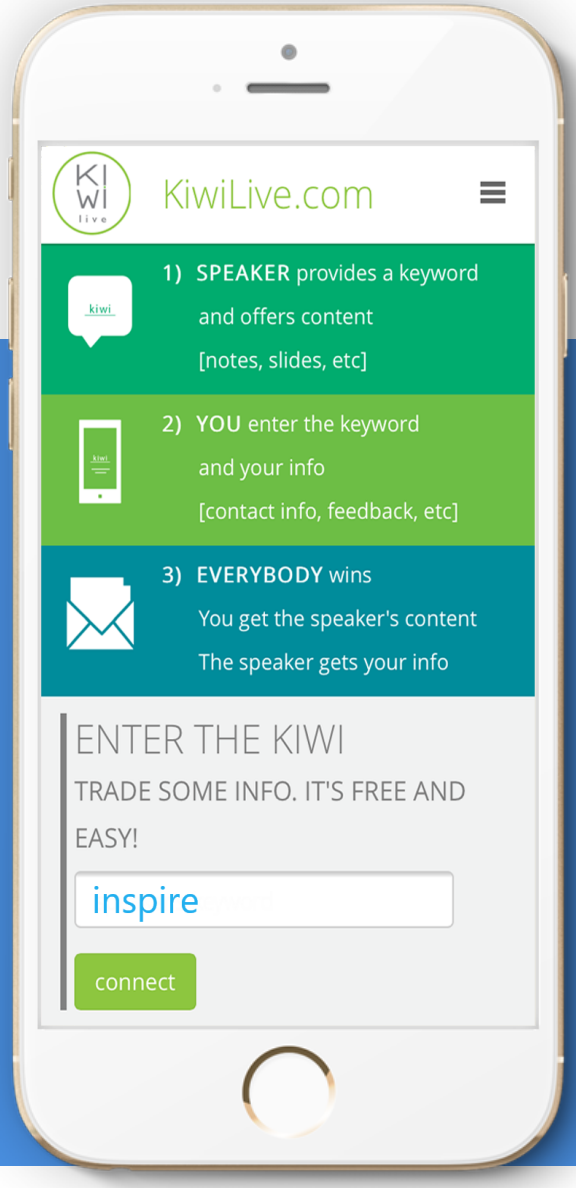
Change, Fear And You

How To Successfully Navigate

You're In Control!

We Need You

Ray Dalio



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Keyword : **inspire**

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Why You Rock!

- Employer, employee and business focused
- You are professional influencers!
- High quality leadership with dignity, compassion and cultural sensitivity
- You provide great guidance to help all staff navigate change
- YOU CARE and understand that navigating change is essential for business/personal growth!

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