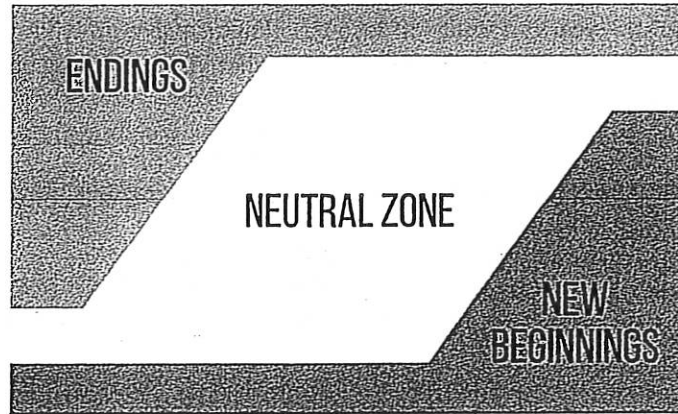


Managing Transitions

Taken from *The Table Group*/Pat Lencioni (and William Bridges)

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I. Introductory Notes

- Human beings like **change**, but they hate **transitions** (and the **losses** that they entail).
- Most people are bad at endings, but how they are handled is extremely important for moving forward.
- Going through positive transitions can be just as difficult/stressful as going through negative ones.

II. ENDINGS = “Leaving Egypt”

- Endings are about **LOSSES**.
- There are **7 Types of Losses**
 1. Turf
 2. Attachments
 3. Meaning/Purpose
 4. Control
 5. Future
 6. Identity
 7. Structure
- Reflection Question: What are **you** losing with *Into the Deep*?

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____
7. _____

- There are **4 Responses to Loss** (and **you** get to choose your response!)
 1. Restore – you can try to restore what you’ve lost.
 2. Replace – you can try to replace what you’ve lost.
 3. Redesign – you can redesign what you’ve lost.
 4. Relinquish – you can freely choose to relinquish/give up what you’ve lost.
 - Reflection Question: How will **you** respond to what you are losing with *Into the Deep*?
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- We need to “ceremonialize” endings; if we fail to do so, we will continue to live in the past and will struggle to move forward.
 - Example: Cortés and the burning of the ships
 - **Ceremonies** = public indication that you’ve committed to something new.
 - Reflection Question: How can/will **you** “ceremonialize” what you are losing with *Into the Deep*?
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III. NEUTRAL ZONE = “Wandering in the Desert”

- This is the place where “the old thing is gone, but the new thing doesn’t feel right yet.”
 - Without good leadership here, people will want to go back to what they’ve left behind or else they will quit.
 - Sometimes they’ll also “quit and stay” – this is the worst thing that can happen.
 - The “Neutral Zone” is the period where people must let go of the old ways but have not fully adapted to the new. During this period people need the following:
 - **2 C’s**
 1. (Extra) **Care**
 2. (Extra) **Concern**
 - **4 P’s**
 1. **Purpose** – Why are we doing this?
 - Keep reminding people about the “why!”
 2. **Picture** – What is the outcome going to be like?
 - Show people where we are heading. Share the vision.
 3. **Plan** – What does the path to get there look like?
 - Give the broadest outlines of a plan.
 4. **Part** – What is their role in it?
 - Answer their question: “what can I do?”
 - Reflection Question: What can **you** do to help ensure the success of *Into the Deep*?
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IV. NEW BEGINNINGS = “Entering the Promised Land”

- If the 2 C’s and 4 P’s are managed well, one day you suddenly wake up to find yourself no longer in the “Neutral Zone”, but in the “Promised Land” of New Beginnings.

V. “The Marathon Effect”

- Leaders go through transitions before the people they are leading. In order to successfully “accompany” people through a transition, leaders must circle back after going through it themselves to run alongside their people as they go through it for the first time.

For more information, please visit: <https://vimeo.com/171578804>