

HOW TO LEAD PEOPLE THROUGH CHANGE

(When you're experiencing it, too)

**Hello, my
name is
Ann-Marie**



Energise
Development

TRAINING TODAY

fitting aining



GOOD RECEPTION: Ann Marie Barlow



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apprenticeship with The Paragon and
ITE Training Group.

She said: "As a result of undertaking
work-based learning I have widened my
skills and been able to give more back to
the council."

She added: "The qualification has
given me a better understanding of
customer and staff needs.

"My assessor has been a real support

qualifications that have been designed
by employers. In addition to this, they
are earning while they are learning."

Personnel services manager Steve
Barrett believes that investing time in
their employees is vital for the success
of both the learner and the council.

He said: "Our four learners are a great
asset. The administration
apprenticeship gives young people the

actical skills and gain
fication. Employers
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includes a National
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are working towards a
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administration
programmes include both level 2 and 3
apprenticeships and information
technology is also available for those
working in a relevant industry

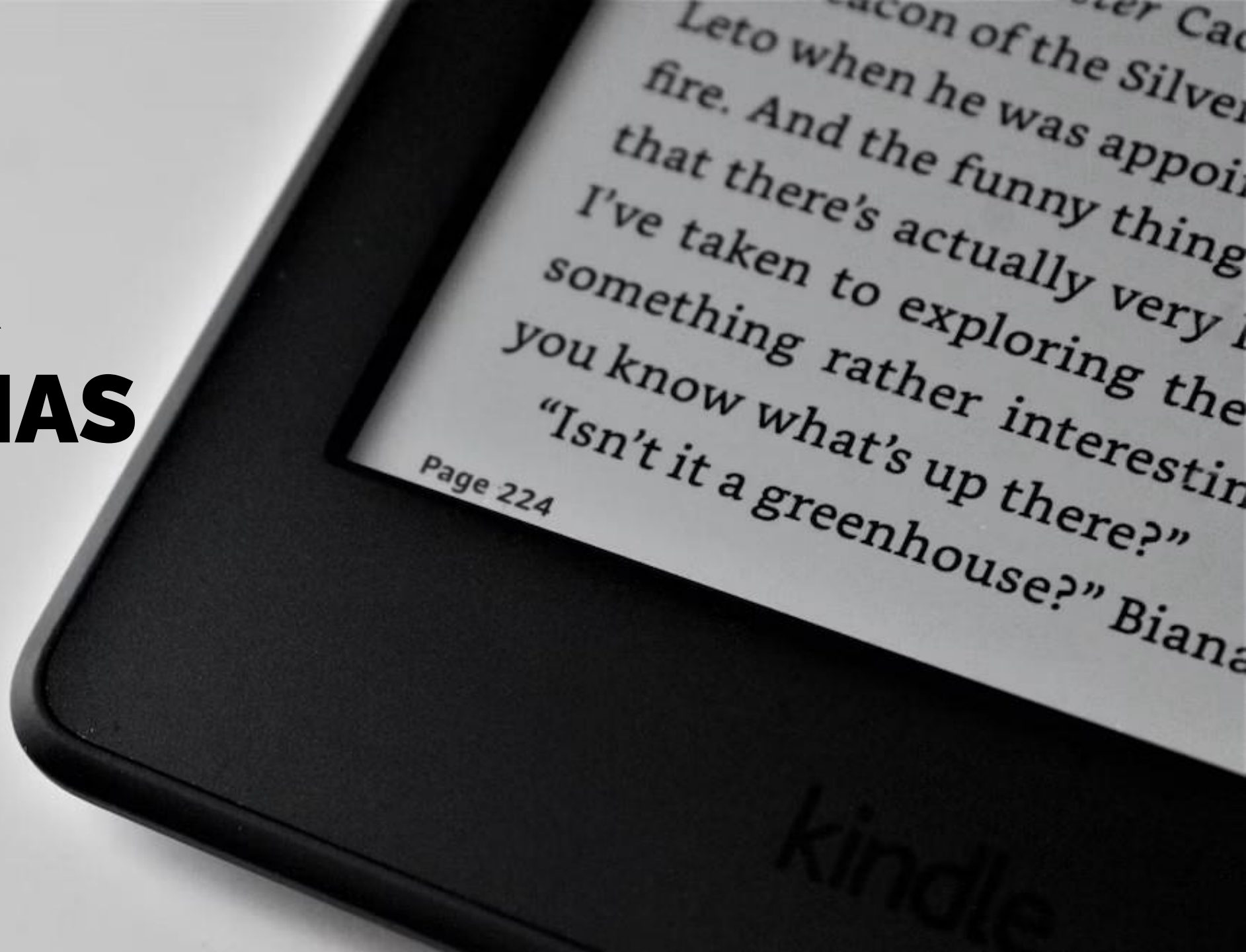
For more information on business
administration and information
technology apprenticeships contact The
Paragon and ITE Training Group on
01305 788888



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I GOT A KINDLE FIRE FOR CHRISTMAS



TURBO



THE CORPORATE GOVERNANCE TEAM



Energise
Development

PROJECTS









Dorset
Council

**Some people
didn't want to
change**

**Sizing people up.
Feeling like an
imposter.**

**Trying to be a
leader. Secretly
wanting to go
back.**



**Three reasons
why people might
not engage in
change?**

**1. They don't
understand why
it's happening**

2. They fear the unknown

3. They don't trust you

**4. They don't
agree with the
rationale**

5. They're tired of change

1.They don't understand why it's happening



2.They fear the unknown



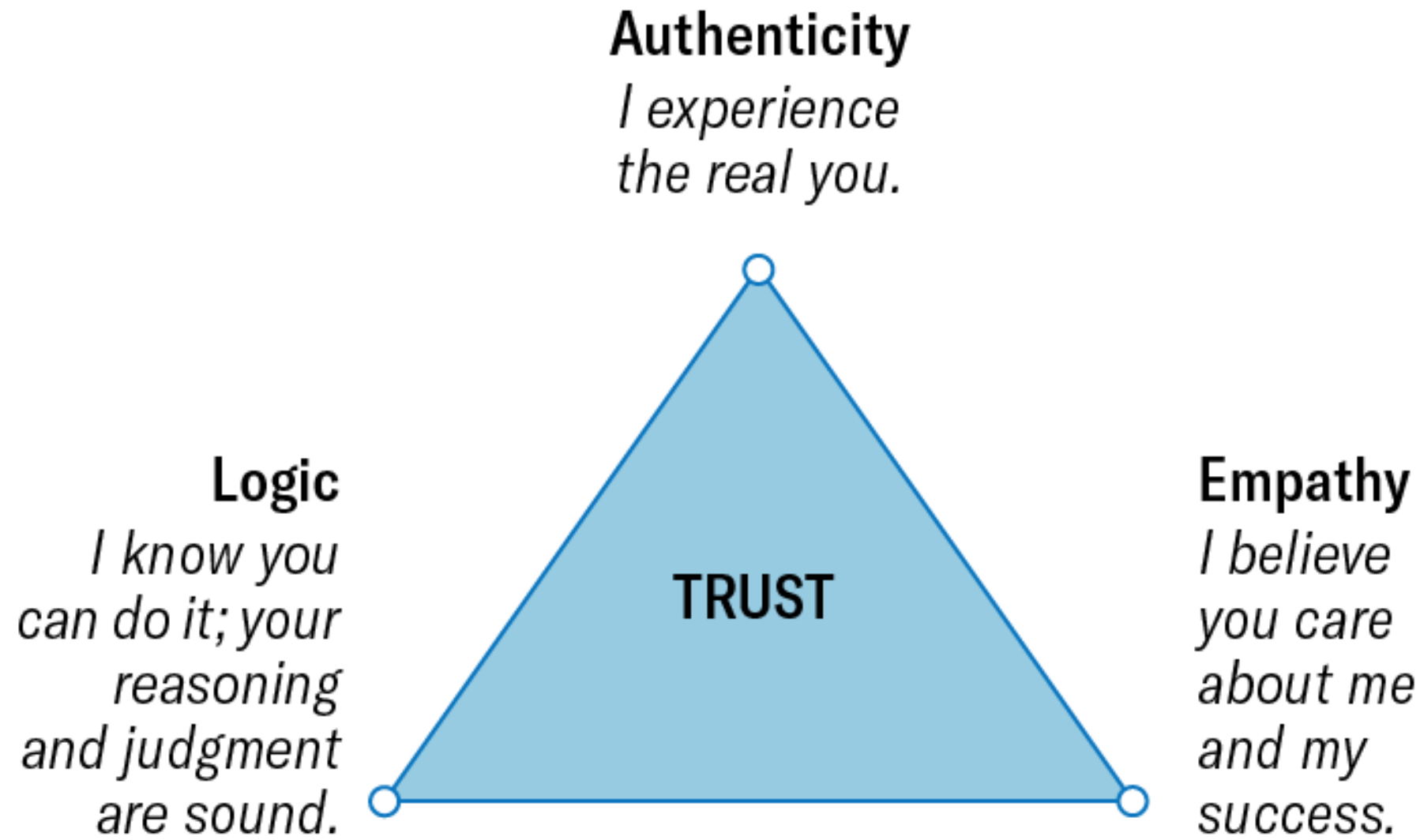
3.They don't trust you



4.They're struggling with the rationale



5.They're tired of change



From: "Begin with Trust," by Frances Frei
and Anne Morriss, May-June 2020





**DO IT BECAUSE I
SAID SO**

**No matter how tough
this feels, we've really
thought about it.**

1.They don't understand why it's happening



2.They fear the unknown



3.They don't trust you



4.They're struggling with the rationale



5.They're tired of change



**STOP TALKING
ABOUT CHANGE
LIKE IT'S
CHRISTMAS**









**Change isn't coming.
It's already here.**

**Connect change
with something
stable, like
strategy**

**Talk about what
you've already
achieved**

Celebrate small wins

**Talk about what's
not changing**







Collaborative

Attention to detail

Being assertive

Perceptive

Influencing

Can't make a decision alone

Overly cautious

Arrogance

Cynical

Manipulation

Take 3-5 of your strengths and ask yourself:

- **When I'm overplaying that strength, what does it look like as a de-railer?**
- **How will I know when I'm in de-railer territory?
How can I come back from that?**









1) Trust & change

2) It's not Christmas



3) Change + humans

Thank you! 🙌

Want to keep in touch? Click the QR code to connect.

Interested in working together? Here are some of the ways we can work together:

- 1:1 mentoring
- OD group supervision
- Change and culture consultancy projects



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