Managing the Transition

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Transition & Change

- Letting Go of the Past
- Complex and Harder to Achieve
- Psychological and not easy to manage

William Bridges Transition Phases

Ending

- Before Beginning.....end
- Identify & Acknowledge the Loss
- Expect reaction
- Repeat Info
- Mark endings
Neutral Zone

- Disorientation
- Motivation vs. anxiety
- Creative time and .....team building
- Influence by Manager
- Moses and the Neutral Zone

Neutral Zone Cont…….(Moses idea)

- Magnify the plagues.
- Mark the ending.
- Deal with the murmuring.
- Give people access to the decision makers.
- Capitalize on the creative opportunity provided by the wilderness.
- Resist the urge to rush ahead.
- Understand the NZ leadership is special.

New Beginning

- Nurtured Carefully
- Not Planned & Predicted
- Encouragement, support & reinforcement
- Four Key elements
  - The purpose behind the change;
  - A picture of how this new organization will look and feel;
  - A step by step plan to get there;
  - A part to play in the outcome;

Leading People through Transition

- Leadership for Ending:
  - Study the Change & Identify the Losses;
  - Acknowledgment openly;
  - Allow & listen to people;
  - Compensate people for the losses;
  - Present 100% info;
  - Define what is over;
  - Mark ending;
  - Honor not denigrate;
Leading People through Transition Conti…..

- Leadership for Neutral Zone
  - Uncomfortable…turned to everyone’s advantage;
  - Reinforce the metaphor with training, rewards…..;
  - Create temporary policies, procedures…..;
  - Set short goals;
  - Transition monitoring;
  - Encourage experimentation…;
  - Brainstorm the answers for the problems;

Leading People through Transition Conti…..

- Leadership for the New Beginning
  - Say the differences from start till now;
  - Communicate the purpose once more;
  - Create a picture of the change;
  - Create a plan for bringing people through the three phases of transition;
  - Encourage people to discover the part they will play;
  - Build some occasions & celebrate the new beginning;

Thank you!

Let’s work together to create an environment where change is welcomed, not resisted!