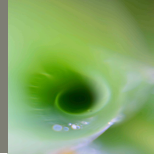


Transitions – what next?

Finding Direction Through Change



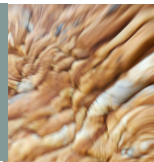
Changes in the workplace impact both organisationally and personally. We all progress through the normal processes associated with change at different rates – it is both an organisational and individual journey. However as Bridges (2009) notes, “It isn’t the changes that do you in, it is the transitions”.

When organisations initiate significant change the primary focus is often on the outcome; an improved process, new services, closure of an office, reduction in staff etc. While support services are often provided for “affected” staff what is often not fully acknowledged is the transitions people experience and the psychological and emotional nature of the journey.

“The good news is that while the changes we are facing differ from any we have experienced before, the transition process by which people get through change is well mapped”
William Bridges

“Genuine beginnings begin within us, even when they are brought to our attention by external opportunities.”
William Bridges

We Create Our Own Futures



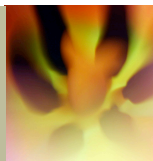
This one-day workshop will enable people experiencing significant work transitions to

- Develop an understanding of the physiologically and psychological impacts of change
- Identify where they are on the change curve and on the transition journey
- Review all facets of their lives to ensure you are retaining balance, identify their career drivers, values and strengths
- Consider alternative approaches to career such as portfolio or Encore careers
- Develop a personalised transition action plan

Every exit is an entry somewhere else.”
Tom Stoppard

A practical workshop that helped me understand what was happening for me and my colleagues. It provided helpful tools and opened up new options for me to think about.

Contact Us



To discuss how we might be able to contribute contact Geoff Pearman

E geoffpearman@xtra.co.nz

P 03 384 7236

M 0210 250 7927

W www.partnersinchange.co.nz

Getting Started

Geoff approaches this workshop from 3 perspectives. He has lead change projects and understands from an organisational perspective the dynamics of change. He has also researched organisational change. More recently has experienced the personal and professional impacts of organisational change and twice over the past 3 years has had to rethink his career direction and seek new employment opportunities.

Working in partnership, Geoff is able to:

- Provide advice for managers implementing change
- Run transition workshops
- Provide 1 on 1 sessions for people experiencing transition

Partners in
Change®

