

# Transitions

## charting a new direction

### One-day workshop

#### Description

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”*.

The focus of this facilitated workshop is on transitions, the journeys people take as they internalise and come to terms with changes in the workplace.

#### Benefits

Attend this one-day workshop and you will

- Recognise the patterns of change and how you respond to them
- Explore what is important to you and what your options are for the future
- Be exposed to alternative ways of thinking about change and work
- Have the opportunity to rethink your career
- Gain a set of tools that you can use after the workshop

#### Who is this workshop for

This workshop is for people facing significant change in their work lives. Participants will be provided with a comprehensive workbook. Ideally it should be followed with an individual session with each participant where they can further explore options in a confidential setting.

*“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

#### Topics

- It's all about me - the difference between change and transition
- The Almond Effect® - logical and illogical responses to change
- Taking your personal journey – the transition curve
- Impacts – physiological, psychological, social
- Taking stock. What matters for me - career drivers, motivators, work values and strengths
- Rethinking the future – career options, re-balancing your life, new possibilities
- Alternative perspectives - Portfolio and Encore careers
- Developing a personal transition action plan

#### Presenter

Geoff Pearman has over 25 years management experience in the social services, government and the tertiary education sectors.



He is currently contracted to a major social service agency leading a project to build workforce capability. He also consults and runs professional development workshops.

Geoff brings significant experience in organisational change management, an understanding of change dynamics from a research and a very personal perspective, as well as the skills to work with people experiencing significant transitions in their lives.

#### Contact

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