POD #1

What are some strategies to manage different responses to change?

- Communication - explain why change is happening
- Consultation from the start
- Seeking feedback after the change has happened
- Different approaches to different groups - eg Champions vs Resistors
- Planning - know which staff will be at which stage of acceptance of change
- Always looking towards the future
- Clear vision and planning
- Ensure leaders are communicating the same information consistantly
- Sharing what difference the change has made
- Having different approaches for different people
- Talk through as a team some of the positives and reasons of the change

How can we continue effective self-care during times that are especially stressful or overwhelming? What are some strategies that work for us?

Ideas

Ideas

HIGH

Difficulty

LOW

- External supervision
- Having a "safe person" to check in with and keep an eye on each other
- Eat well, sleep well and exercise - physical care helps me metaly
- Regular checkins
- Keep bringing it back to the vision and refocusing
- Keeping boundaries during the process
- Step away and have a break to return with a fresh perspective
- If you can't find time to meditate for 10 mins a day you need to meditate for an hour

LOW

Importance

HIGH

POD #2

What are some strategies to manage different responses to change?

- Knoster Chart
- Managing & timing of communication
- Transparency
- Allowing space for questions
- Ensuring enough resources
- Reflection
- Anticipating what people need and ensuring we can provide
- Alignment to vision and values
- Honesty if you don't know the anser
- Balance in relation to how much information is conveyed

How can we continue effective self-care during times that are especially stressful or overwhelming? What are some strategies that work for us?

Ideas

Ideas

HIGH

Difficulty

LOW

- Quality Sleep
- External routines
- Exercise
- Delegating
- Connection with others
- Brathing techniques
- Meditation

LOW

Importance

HIGH

POD #3

What are some strategies to manage different responses to change?

- Listen
- Encourage people to speak up
- Providing information and the "why" behind the change
- Allowing / creating feedback channels
- Allow ourselves / others to raise red flags

How can we continue effective self-care during times that are especially stressful or overwhelming? What are some strategies that work for us?

Ideas

Ideas

HIGH

Difficulty

LOW

- Giving away some monkeys
- Cognitive block - e.g. "6pm end of work day"
- Setting time limits
- Work-life balance
- Having mantras to rely on
- Acknolwedging it may be short-term - "reframing"

LOW

Importance

HIGH

POD #4

What are some strategies to manage different responses to change?

- Having direct conversations with staff to understand what specifically the issue is - sometimes this can support staff to realise that maybe it's just their attitude that is the issue
- Partner early-adopters with other who struggle
- compassion and sensitivity about what else might be happening for the person that is struggling
- Be conscious of staff who are nuerodiverse
- Be conscious of how staff react to change - anticipate issues that often arise with certain people
- Involving the team in the change
- Encouragement in the small steps
- transparency with communication
- Communication is crucial and regular updates
- asking question about feedback with curiosity
- Recognising differences from generations

How can we continue effective self-care during times that are especially stressful or overwhelming? What are some strategies that work for us?

Ideas

Ideas

HIGH

Difficulty

LOW

- Have it well-planned out from the beginning - be organised
- I need to think about myself as a whole person - not just work me
- Schedule reflection time - make sure you have moments to slow down, and learn from what you're doing
- invest in team culture and opportunities to feel connected
- take time to think and plan for practical strategies
- Be conscious if how the added stress/ expectations might affect you - don't allow it to happen without you realising and responding
- Stick to self-care plans and employ them early

LOW

Importance

HIGH