



Change during a challenge

For change understanding, resilience and leadership

**Beyond Recruitment Webinar
with Megan Jenkins**

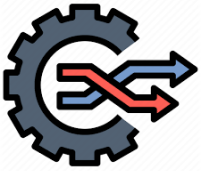


Agenda for today



Individual perspective

- Emotional change curve
- The 3 S's for resilience

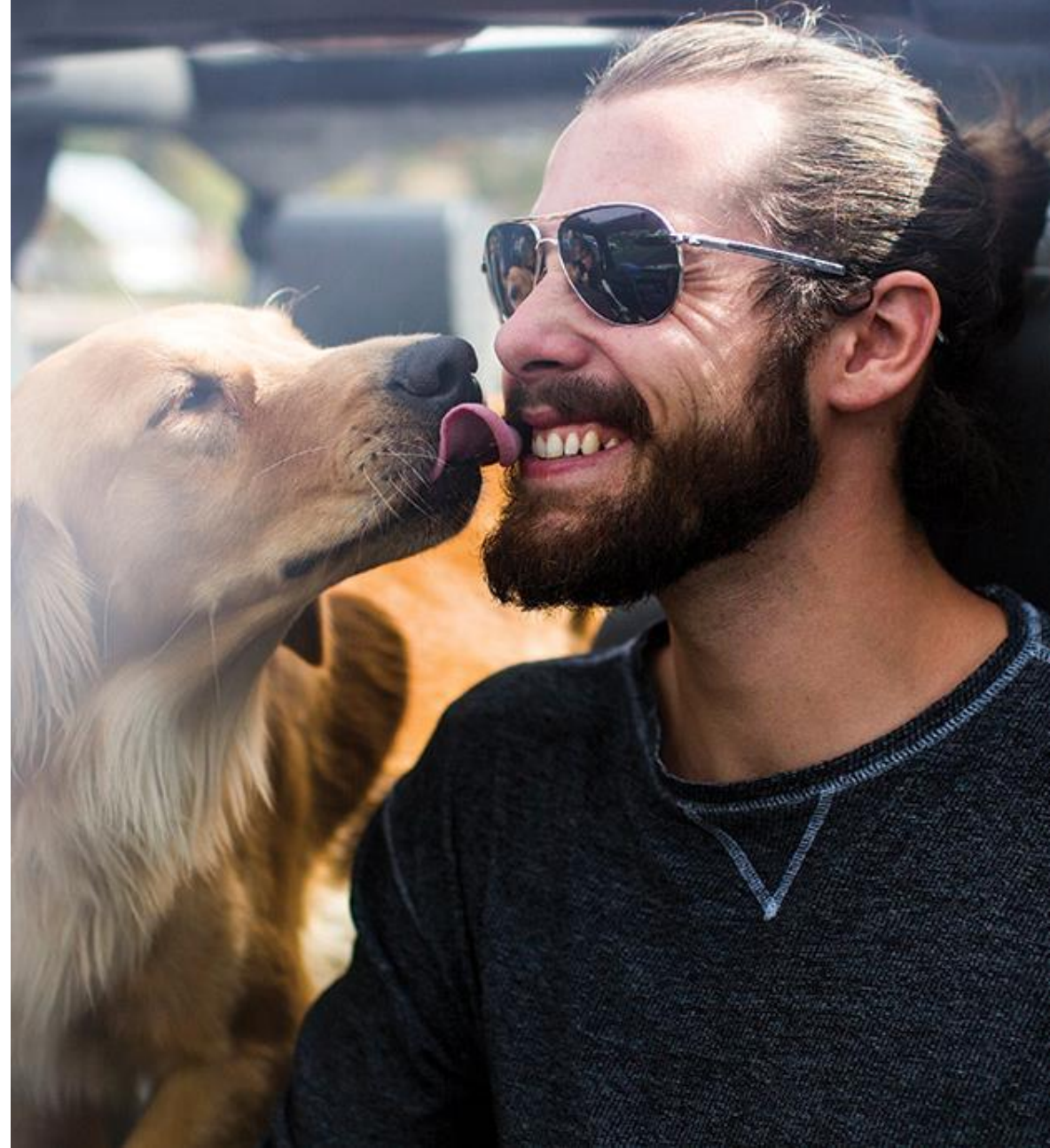


Change management framework

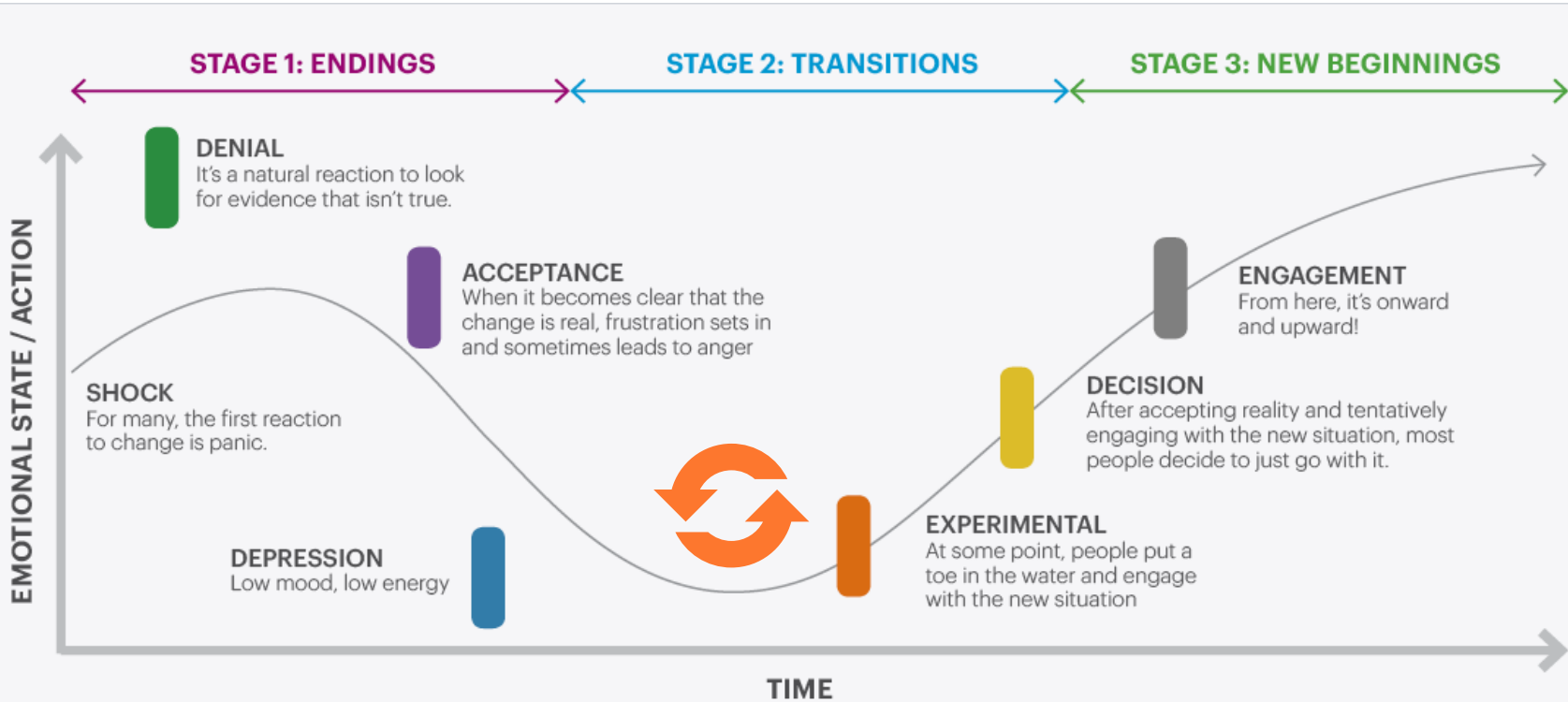


Leading through change

- 5 key competencies



Emotional change curve



- Clarity
- Empathy
- Motivation
- Capability
- Knowledge

THE KEYS TO ENGAGEMENT



Building individual resilience – the 3 S's



**Self awareness to
gain self insight**



Self belief/ self efficacy

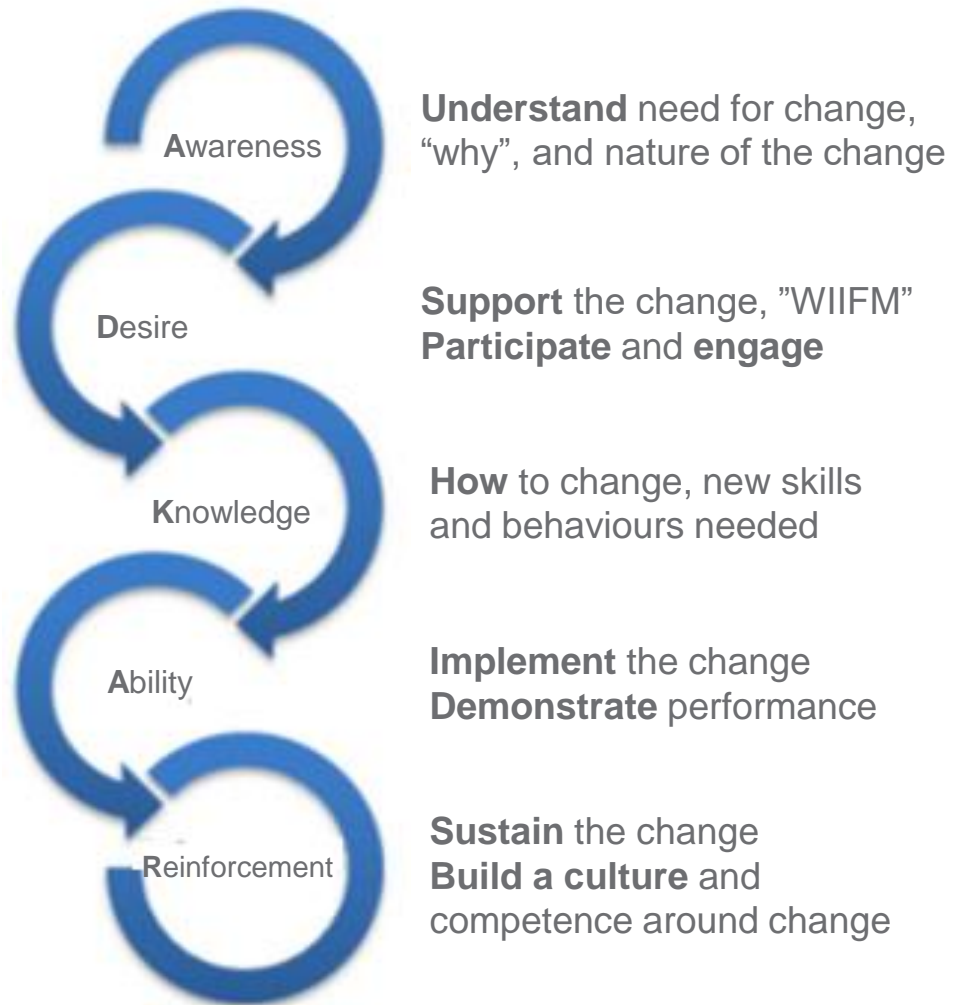


Simple steps

- Psychological
- Social
- Physical



Prosci® ADKAR framework



Prosci® ADKAR model



Leading through change

5 key competencies:

Communicate



One size
doesn't fit all

Advocate



Know your
people, be
flexible

Coach



Be visible,
communicate
regularly,
provide tools
and support

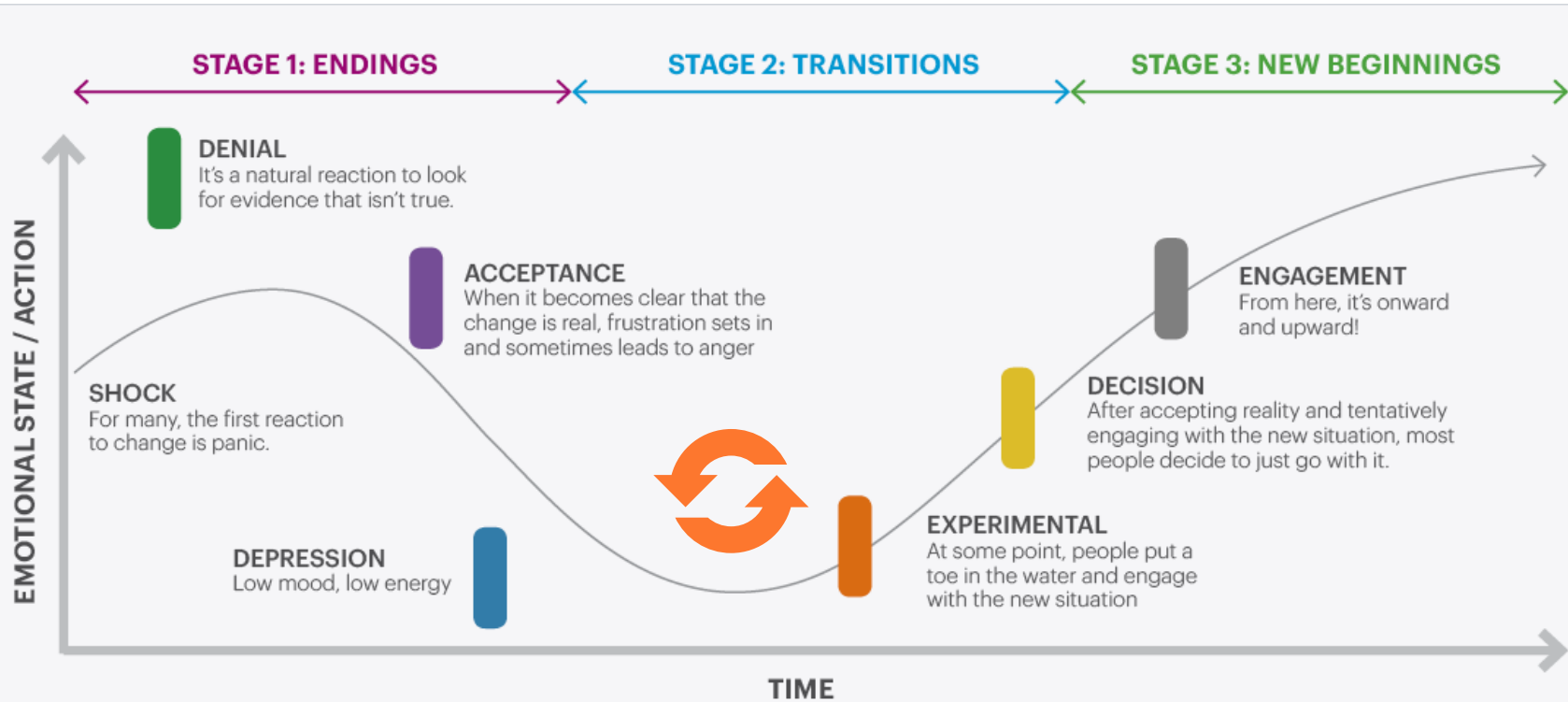
Liaison

Resistance manager

Prosci® research



Keys to engaging people



Clarity

Empathy

Motivation

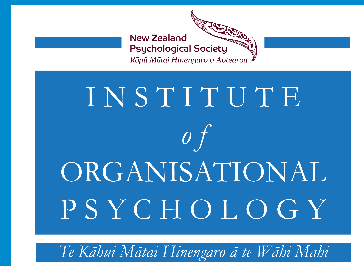
Capability

Knowledge

THE KEYS TO ENGAGEMENT



Questions?



Free resources:
www.organisationalpsychology.nz