“Working in an Ever-changing Environment”

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About Badger Talks

• A UW Connects outreach program which facilitates over 160 talks around the state of Wisconsin each year at no cost to host venue.

• Over 250 UW Madison faculty/academic staff and hundreds of topics

• Find speakers/topics and request a speaker at badgertalks.wisc.edu
Today’s Focus

Today, focus on:

• Answering: What are the different types of change?
• Reflecting on: How does change affect you? And others?
• Identifying strategies to manage yourself & others through change
Expectations / Ground Rules

- Allow yourself to be a learner – have an open mind to new ideas, perspectives and ways of doing things
- Expect unfinished business
- Reserve judgement, respect the feelings and opinions of others
- Actively listen to each other
- Ask questions
- Respect confidentiality of what others share
Imagine…

On this island, every day will be exactly the same.

Identify:
One food you want to eat
One book to read
One song to listen to
One set of clothes to wear
Thinking About Change...

Turn to a partner and discuss:

- How might you feel after the first day living on the island?
- After the first week?
- After the first month?
- 6 months?
- One year?
“Some changes look negative on the surface but you will soon realize that space is being created in your life for something new to emerge”

Eckhart Tolle

Think of a “change” you have recently had to face or are facing…
Mindsets During Times of Change

- Critic
- Bystander
- Victim
- Navigator

Which describes you best?
Types of Change

- Imposed
- Grown
- Designed
Characteristics of Change

- Speed
- Amount
- Complexity
"It isn’t the changes that do you in, it’s the transitions."

- William Bridges
Preparing for Transition

1.) **Identify** that you have to let go
2.) **Study** the future
3.) Look for some **anchors**
4.) Be **aware**. How is this change affecting you?
   - Physically
   - Mentally
   - Emotionally
You have been using the same computer at work for several years. Today, you have been given a new laptop.
Navigating Workplace Change

- Easy
- Somewhat Easy
- Somewhat Challenging
- Challenging
Independently reflect on a change that you are currently managing or soon will be managing. Use the Reflection Questions in your Participant Guide to help you plan your next steps.
Thank you for your Participation!

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