

## 02: PREPARE FOR THE CHANGE JOURNEY



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*The Hero's Sherpa*

Module	Class & Coaching Focus
1.	Create the Change Story
2.	Prepare for the Journey
3.	Plan the Journey
4.	Take the Journey
5.	Live the New Reality
6.	Putting It All Together

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*If you don't take the time to sit and reflect before you leave, you'll surely be remembering what you've forgotten on the way to the airport or on the plane. By then it's too late. This tends to be true for what goes into your bags as well as what goes into your heart about your journey.*

The Art of Pilgrimage, Phil Cousineau

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## 02: PREPARE FOR THE CHANGE JOURNEY

### Anchors

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### Hurricane Sandy

- Technically an extratropical cyclone
- Economic impact estimated at up to \$30 billion
- In New Jersey
  - Sandy damaged or destroyed 346,000 homes
  - Millions were left without power
  - 34 people were killed



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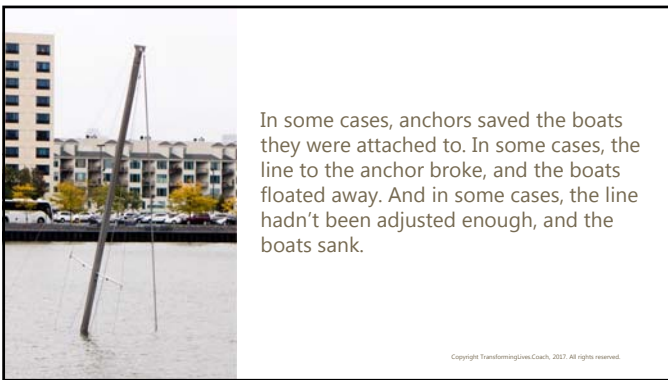
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### Examples of Personal Anchors

- People
  - Family
  - Colleagues
  - Friends
- Home
  - Primary
  - Secondary
- Community
  - Neighborhood
  - Local shopping
  - Social groups
- Recreational Activities
- Money/Finances
- Religion, Faith, Spiritual Practice
- Pets
- Vehicle(s)
- Health
- Exercise
- Personal/Family Rituals

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### Examples of Organizational Anchors

- Facilities
  - Geographic Location
  - Spatial Design
- Leadership & Management
  - C-Suite
  - "Who my boss is"
- Organizational Design
  - Organization Chart
  - Organization Structure (e.g. hierarchy vs. matrix)
- Personnel
  - Payroll
  - The Informal Organization: "How it really works"
- Technology
  - Digital Devices
  - Software
- Culture
  - Transparency
  - Rituals

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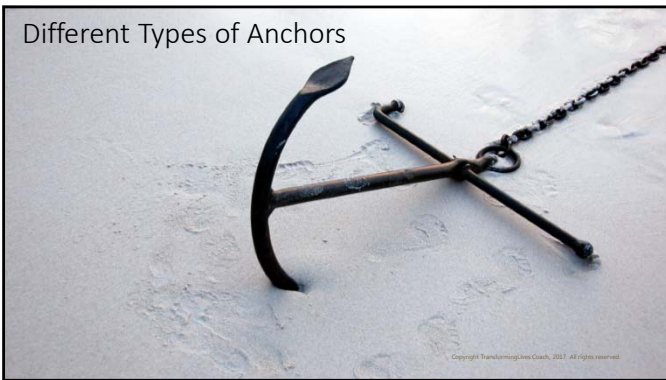
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### Different Types of Anchors



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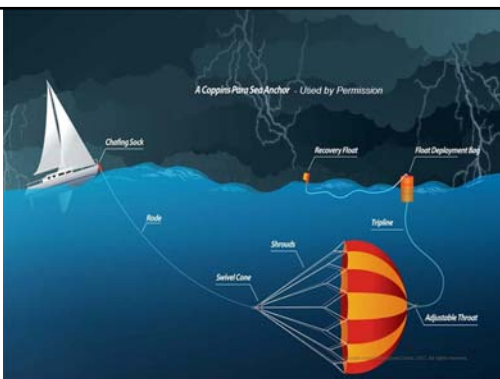
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Sea Anchors Keep You Facing Into the Turbulence



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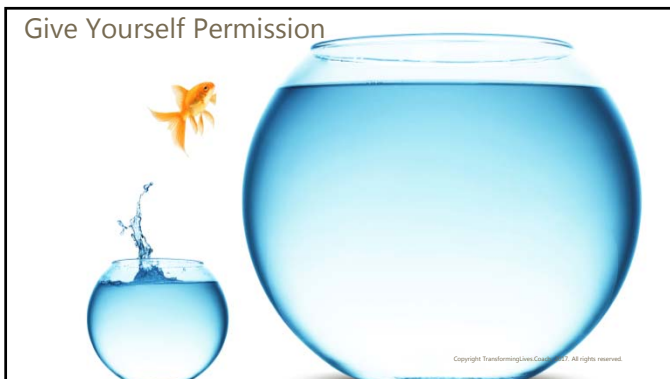
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## 02: PREPARE FOR THE CHANGE JOURNEY

### Change Principles

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### Preparation is a Good Time to Learn Change Principles

- Know the principles of change
  - Be your own leader in your change journey
  - Time is irreplaceable
  - No one has all the answers
  - Big changes demand that you let go
  - There is a world outside of this change
  - Communication is critical...with the right people, in the right way, at the right time
  - Be intentional
  - Find your passion in every change
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### Change Principles (2)

- Important Changes Can't Be Undone
  - All Change is Political
  - Don't Be Surprised by the Surprises
  - The Change Is As Big As You See It
  - Be "Eye-to-Eye" with Change
  - Change is About Doing, and Being
  - Don't Focus on Breaking Old Habits
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### Some Key Questions

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### It Is Important for Your Client to Address These Questions

- Why am I making this change journey?
- How can I prevent myself from becoming a victim of this change?
- What do I need to let go of?
- What do I do like breathing?
- What is the worst thing that can happen? What do I need to do to prevent it from happening?
- Who can help me on this journey?
- Where are my boundaries?

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### Assignment

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### Session 3 Assignment

1. Review the *Anchors Inventory* template(s).
2. Apply a few items to your past case. How might your work have been different with the client if you had used this as a tool? Be prepared with any questions.
3. *Journey Journal* any insights from the reading and/or your work with the template.
4. Review the Powerful Questions. What questions would you add? Do you have any questions about the ones that are here?

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