

## Managing Organizational Transitions

*Is your organization running a “transition deficit”? Are some employees feeling guilty while others are resentful? Are you losing productivity as workers worry about how they’ll be affected by the next change?*

### The Challenges of Transitions

Successfully managing transitions is critical in today’s corporate climate. Many organizations find it’s not necessarily the changes that are difficult for employees to handle; instead, it’s the *feelings* the changes evoke. Organizations that provide their people opportunities to understand the difference, experience less resistance, more resilience and higher productivity. This program provides participants with concrete skills to either help recover from a transition deficit or manage transitions more effectively going forward.

### How We Help

Parallax Consulting, Inc. has designed the “Managing Organizational Transitions” program as a blueprint for managing the people-side of change. Based on William Bridges’ work on transition management, this workshop weaves information about the three stages of transition – the ending, the neutral zone and the new beginning – with a model for guiding a team through these stages. Opportunities to reflect on the organization’s current situation are followed by a review and planning process. The result will be a personalized action plan listing clear and manageable next steps.

### What You Will Accomplish

Participants in this workshop will:

- Identify where they and their co-workers are in the three-phase transition process
- Clarify necessary communication and roles during each of the three phases
- Create and determine effective implementation strategies for managing each of the three phases
- Understand the seven principles of transition and determine strategies for addressing them within the organization
- Determine ways to reinforce the transitions management process after the session

*“Prior to implementing a major company-wide change initiative, our company hired Parallax Consulting to train the entire management team in William Bridges’ Transition process. They did an outstanding job of not only communicating the model but then **working with us to create actual transition plans.***

*I appreciated their professionalism and focused approach, and am convinced that **using the Transition concepts made this difficult change go smoothly and successfully.***

– Mac Johnston  
Enterprise Services  
Division Manager  
PEMCO Insurance