Positively Maneuvering Change in the Workplace



Objectives

During this webinar, we will:

- Identify the different types change
- Learn why change is important
- Describe ways to manage emotions in a changing environment
- Define proven methods of self-care in times of change

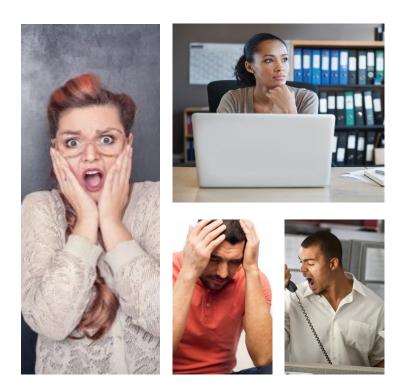
Presenter Introduction

Dixie Hoyt has worked with Magellan in the Employee Assistance Program for more thirteen years. Dixie is experienced in outpatient counseling and inpatient mental health and substance abuse settings. She has taught psychology, sociology, business, and wellness classes in local colleges and university.

She holds degrees and certifications as a Licensed Clinical Social Worker, Certified Employee Assistance Professional, and Substance Abuse Professional.

Change

What will happen to me? How will my life change? What will I loose? Why did this happen to me? What will I gain from this?



Types of Change

- Sudden Change
- Planned Change
- Incremental Change
- Positive
- Negative

Change Event and Reactions



Importance of Change

Why do we resist change?

Change "shakes things up"

Change is constant

"Change Favors the Prepared Mind"- Louis Pasteur

Resilience

- Ability to adapt to change
 - Resilient people see change as opportunity
 - Prepare for future changes
 - SWOT analysis
 - Consider the practice of mindfulness

Self care

- Take care of your body.
- Take care of your mind
- Socialize



Takeaways

Your Employee Assistance Program

Call toll-free or visit us on the web

24 hours a day/7 days a week

Thank you!

CONFIDENTIAL INFORMATION

The information presented in this presentation is confidential and expected to be used solely in support of the delivery of services to Magellan members. By receipt of this presentation, each recipient agrees that the information contained herein will be kept confidential and that the information will not be photocopied, reproduced, or distributed to or disclosed to others at any time without the prior written consent of Magellan Health, Inc.

Resources

- Alton,L. (2017, Jul 26) 5 powerful ways to confront change in the workplace. Retrieved April 4, 2019 from <u>https://www.forbes.com/sites/larryalton/2017/07/26/5-powerful-ways-to-confront-change-in-the-workplace/#618fd0fc290d</u>
- Burchard, B. (2017, March 17) How to train your brain for positive thinking. Retrieved March 3,2019 from https://www.success.com/how-to-train-your-brain-for-positive-thinking/
- Cowl, I. (2016, Apr.22). Coping with change in the workplace. Retrieved April 16, 2019, from https://www.businessknowhow.com/manage/leadwithin.htm
- McQuerrey, Lisa. "Benefits From Change in the Workplace." Small Business Chron.com, <u>http://smallbusiness.chron.com/benefits-change-workplace-13255.html. 29 June 2018</u>.
- Rodda, Julianne, "A multi-level examination of employee reactions to organizational change" (2010). *College of Liberal Arts & SocialSciences Theses and Dissertations*. 59.https://via.library.depaul.edu/etd/59
- Sapolsky, R.M. Neurochem Res (2003) 28: 1735. <u>https://doi.org/10.1023/A:1026021307833</u>
- Seidel, S.(2019, Jan.31)Negative impact of organization change on employees. Retrieved April 16, 2019 from https://smallbusiness.chron.com/negative-impact-organizational-change-employees-25171.html
- Smith,K. The Psychology of Dealing with change: how to become resilient. Retrieved May 25, 2019, from https://www.businessknowhow.com/manage/leadwithin.htm
- Tartakovsky, M (2018 Jul 8) Practicing self care during stressful times. Retrieved June 6,2019 from https://psychcentral.com/blog/practicing-self-care-during-stressful-times/
- Whitaker, I. How does thinking positive thoughts affect neuroplasticity. Retrieved May 5, 2019, from https://meteoreducation.com/how-does-thinking-positive-thoughts-affect-neuroplasticity/
- <u>https://www.prosci.com/resources/articles/tips-for-managing-resistance-to-change</u>
- https://www.business.qld.gov.au/running-business/employing/staff-development/managing-change/types