

# Helping Employees Positively Maneuver Change in the Workplace

# 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.

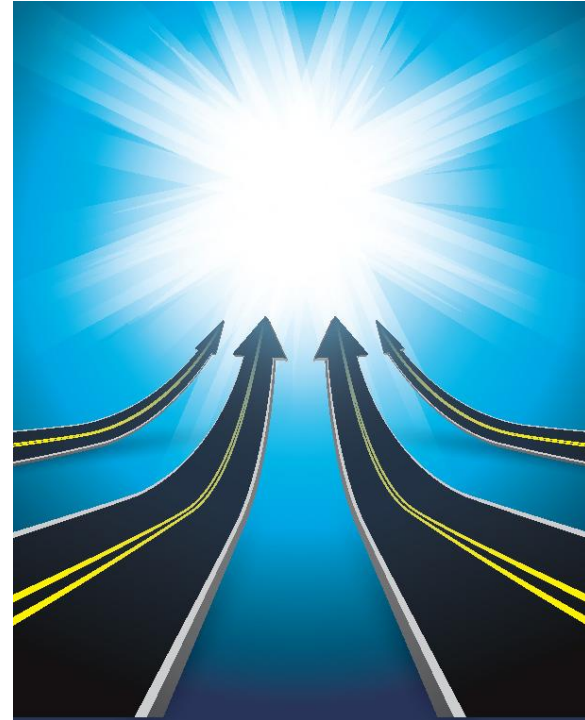
# Objectives

- Learn the types of change, and the challenges and benefits of change
- Discuss effective leadership for a changing environment
- Define proven methods of self-care in times of change

“There is nothing permanent except change.”  
(Heraclitus)

Change is

- Difficult
- Personal
- Requires commitment



“Change is not merely necessary to life- it is life.”  
(Alvin Toffler)

## Types of Change

- Sudden
- Planned
- Incremental
- Positive or negative



“To Improve is to change; to be perfect is to change often.” (Winston Churchill)

## Change Event and Employee Reactions

- Impact
- Response
- Acknowledgement
- Awareness



“People don’t resist change - they resist being changed.” (Peter Senge)

Resistance

Why do people resist change?

SCARF model by Dr. David Rock

Status

Certainty

Autonomy

Relatedness

Fairness



“Change is hard because people overestimate the value of what they have—and underestimate the value of what they may gain by giving it up.”  
(Belasco & Stayer)





“If you want to make enemies, try to change something.”

(Woodrow Wilson)

## Leading the Change

- Acknowledge the change
- Communicate the change
- Identify employee types
- Be the face of the change
- Engage change
- Monitor the change
- Provide feedback



“Any change, even change for the better, is always accompanied by drawbacks and discomforts”  
(Arnold Bennett)

An exercise in change



“After all, the ordinary hero hiding in each of us is often the most powerful catalyst for change.” (Tate Taylor)

## Take Care of Yourself

- Why self care is important
- Goals for self-care

- “Eat, drink and be merry”
- Make time for some alone time
- Make time for friends



# Your Employee Assistance Program

**Call toll-free or visit us on the web**

**24 hours a day/7 days a week**

**Thank you!**

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