



Western  
Area Power  
Administration

# Managing Multiple Changes

August 28, 2020



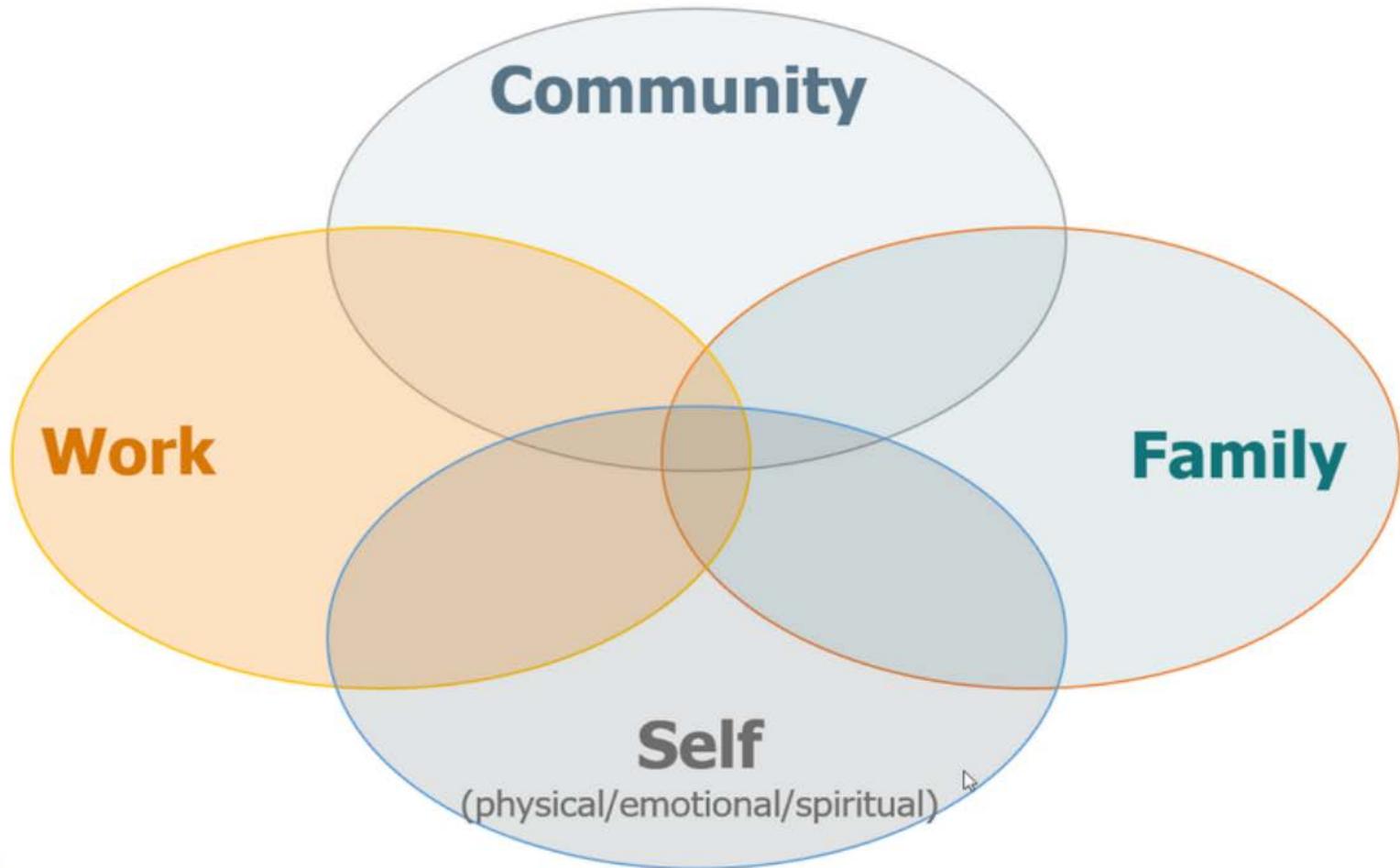
# Learning Objectives

- Clarify the changes you're experiencing
- Discuss healthy steps to build personal resilience

*Interactive learning:* Join us on **pollev.com** from your phone or computer.



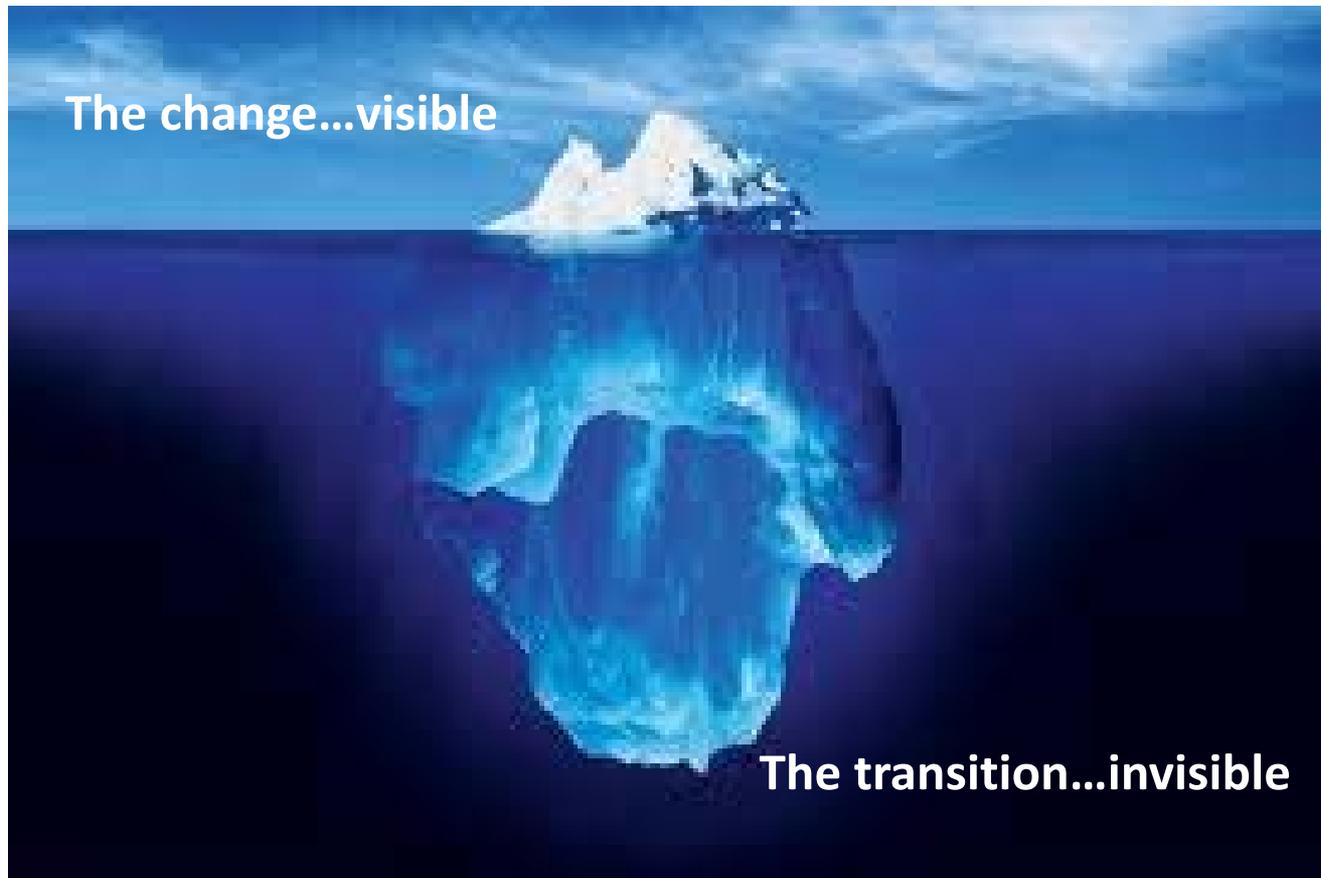
# Changes in your world



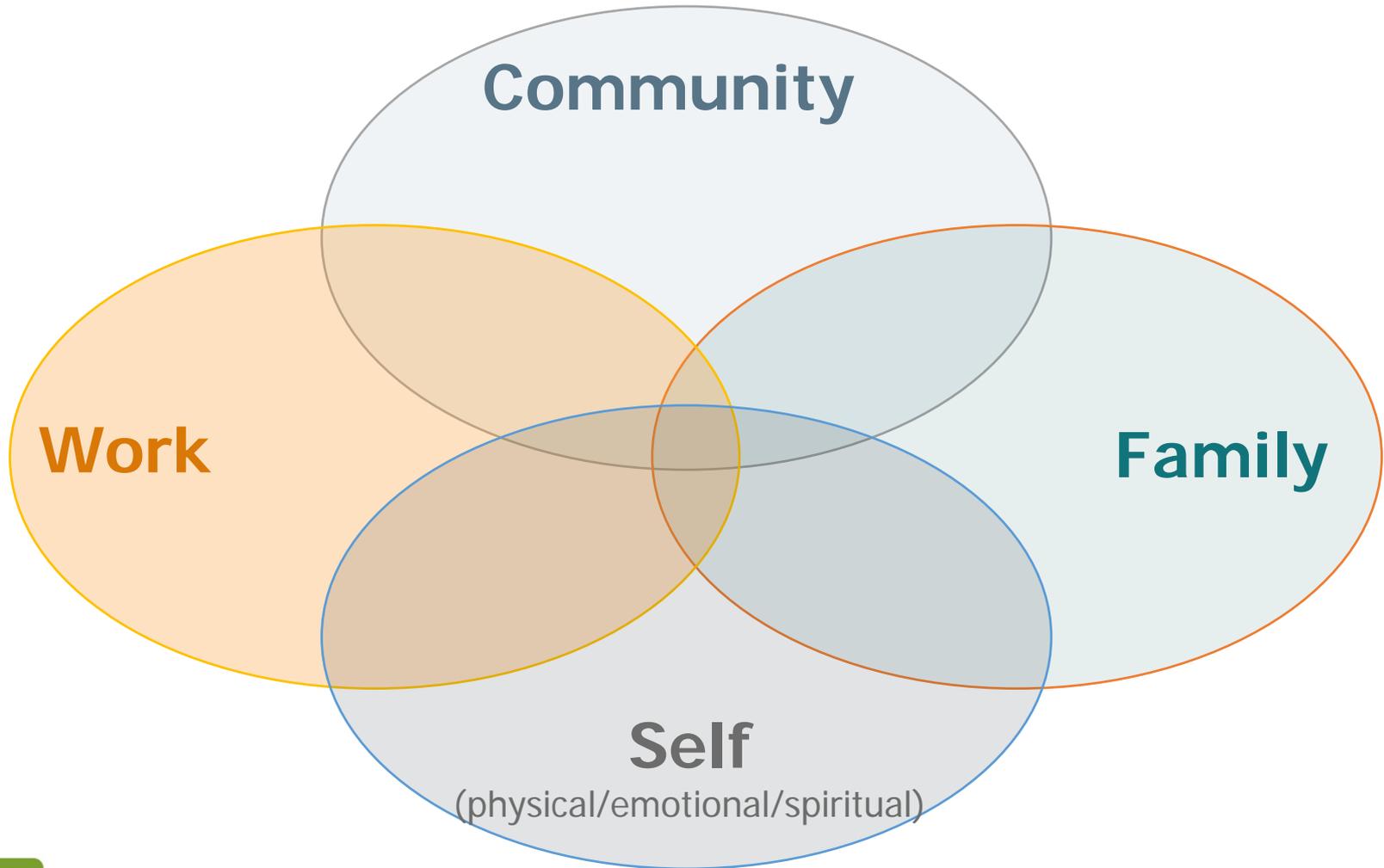
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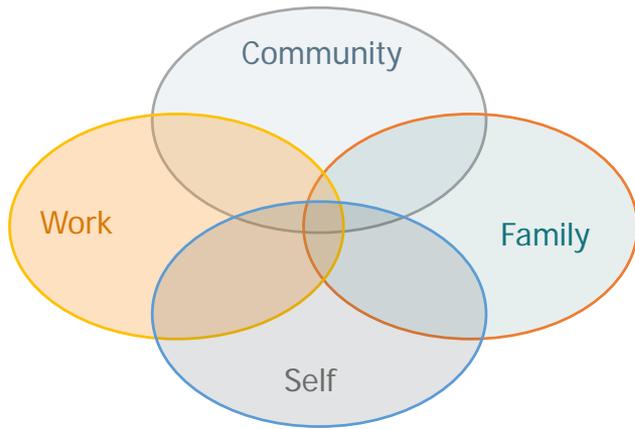
# It's What You Don't See that Impacts the Successful Implementation of the Change



# Changes in Your World



# Changes in Your World



Past 12 months	Currently	Next 12 months	Category (Work, life, family or self)	Who is affected? Who can help me?



# A Quick Chat

What experience have you had in managing multiple changes at the same time?

Certified Change Management Trainers with varied work backgrounds.



Jen Neville  
Management Analyst



Melissa Ardis  
Chief of Staff



# The Marathon Effect – The Timing of Change and Transition Are Different



*Ending*

*Neutral  
Zone*



*New  
Beginning*

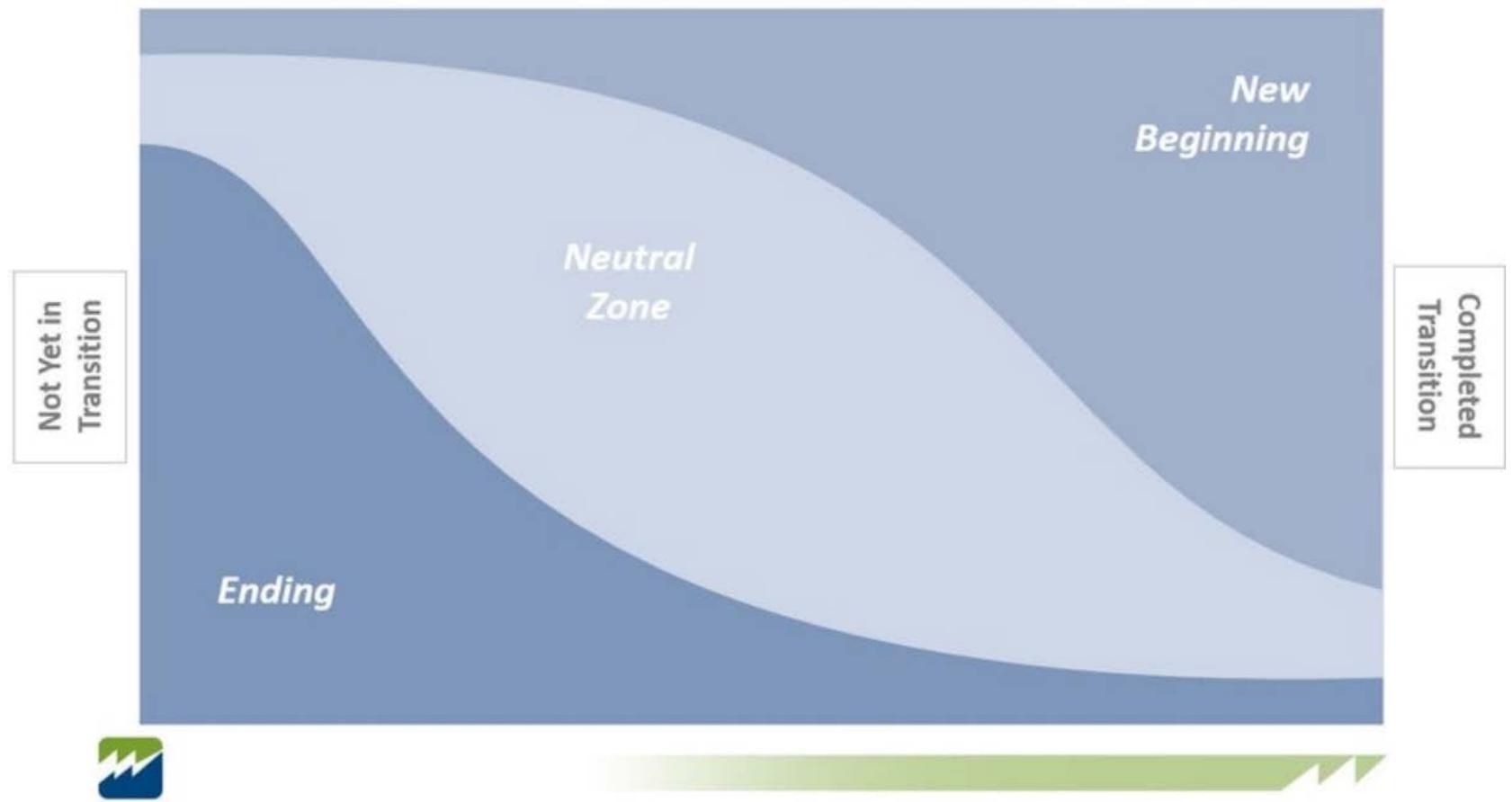


# Locating Yourself in Transition

- Name a significant change you are dealing with today
- Put an “X” on the Transition Map indicating where you **believe you are right now** in your own transition related to this change
- Write down today’s date
- Put a recurring monthly reminder in your calendar to reconsider your placement of the “X” on the Transition Map

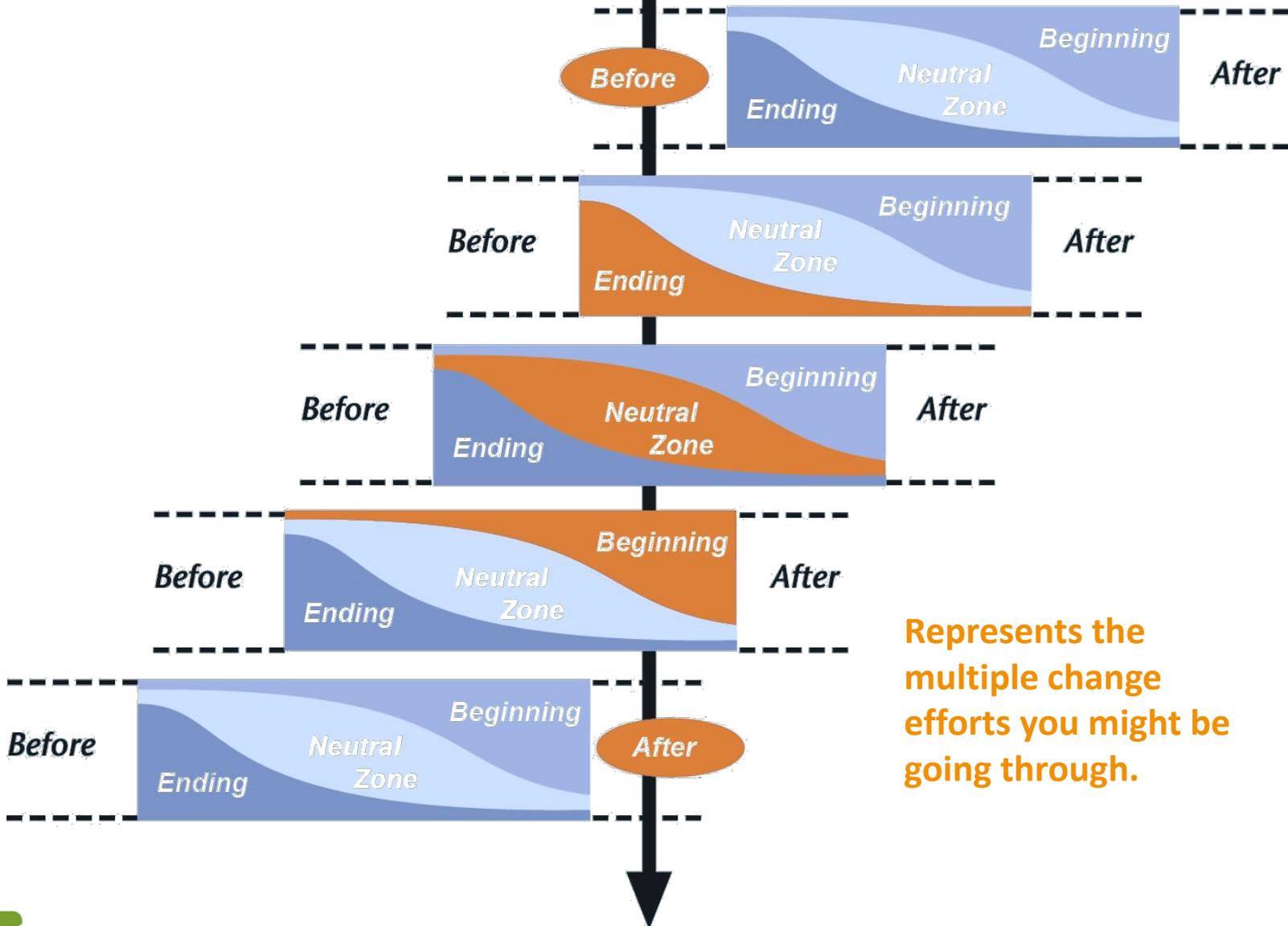


# Locating yourself in the Transition Process



Start the presentation to see live content. For screen share software, share the entire screen. Get help at [pollev.com/app](http://pollev.com/app)

# A moment in time

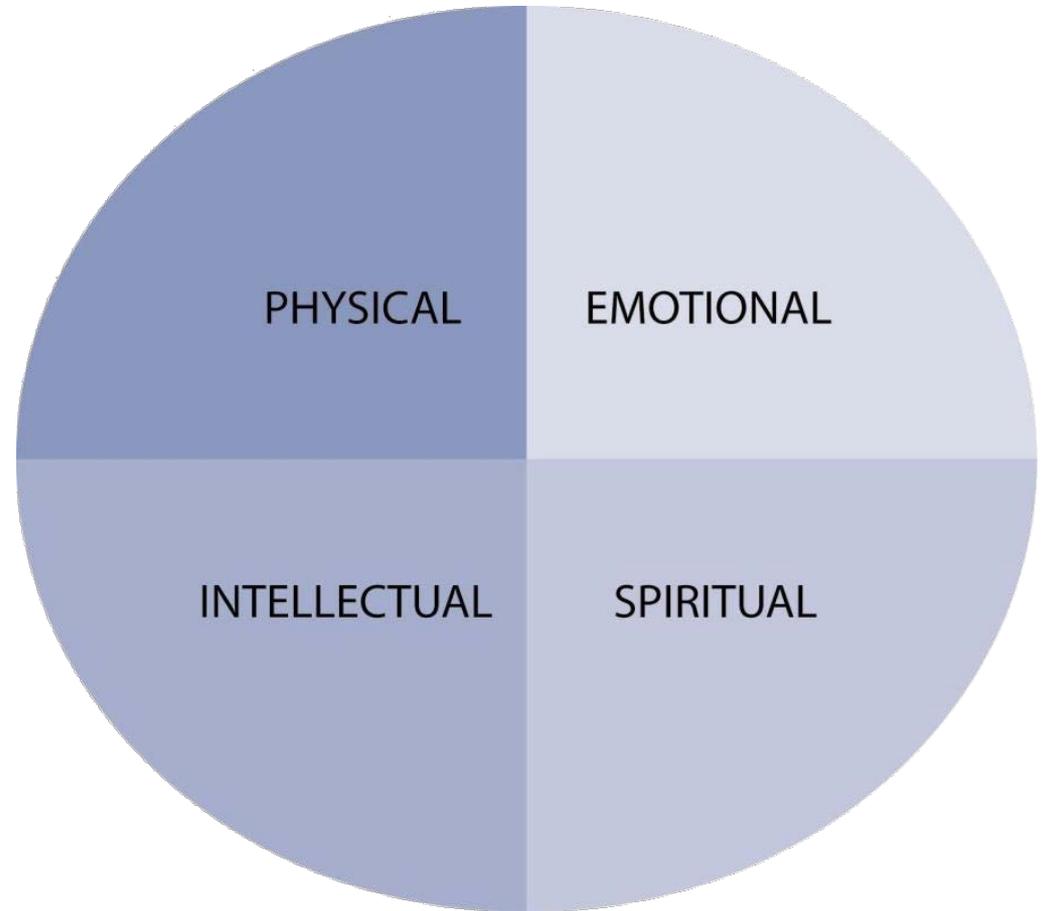


Represents the multiple change efforts you might be going through.



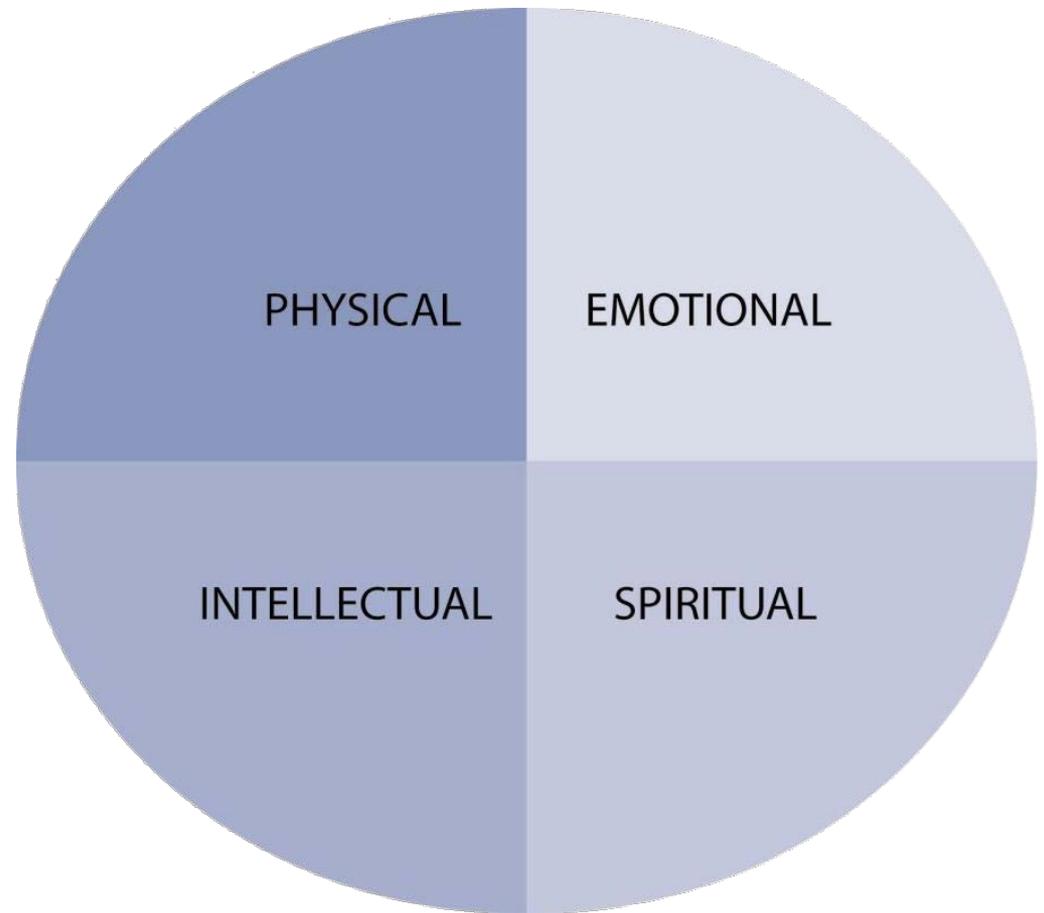
# Building Resilience: Impact of Multiple Changes

Identify some  
**reactions** you find  
yourself experiencing  
as a result of changes  
in your life



# Building Resilience: Healthy Actions

Identify some **healthy actions** you can take or are taking to deal with these reactions to change



# A Quick Chat

What do you do to build your resilience?

Certified Change Management Trainers with varied work backgrounds.



Jen Neville  
Management Analyst

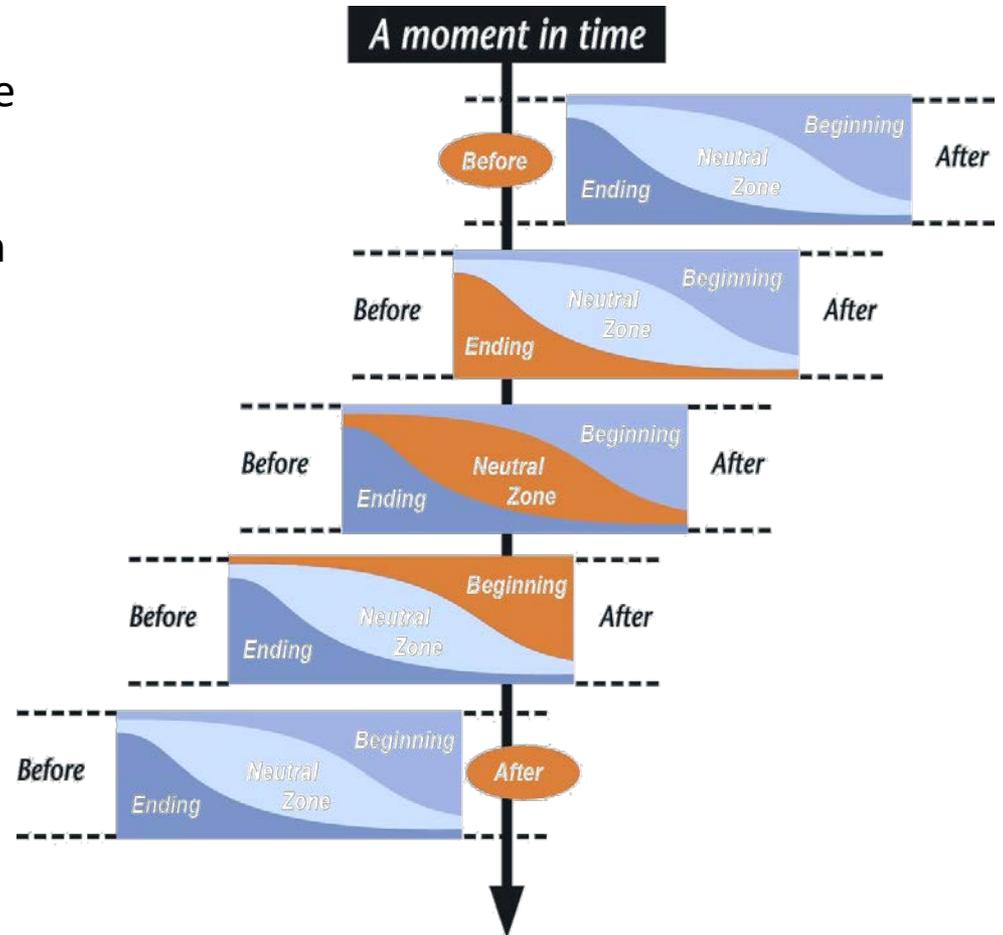


Melissa Ardis  
Chief of Staff



# Key Points

- Identify where you are in the transition process for each change
- Cluster changes into groups
- Check in with yourself about each change on a regular basis
- Be proactive, and get help when needed
- Create an action plan
  - ✓ Act on the plan
  - ✓ Keep it updated
- Take time out for yourself
- Take time to step back and get perspective



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