



inspiration to
implementation

Summary pack
with example pages

Personal Transition Planning

Ideas for successfully moving through change

An introduction to idenk's highly evaluated support for **personal transition planning**

This is a time of **big changes**.

External events are shaping the future that you, your organisation and your staff are facing.

Amidst this uncertainty, we can provide the support needed to help your people **move successfully through change**.

Our **specially designed Personal Transition Planning pack** enables individuals to think positively about their own futures and find the motivation and focus, on their own and within their teams, to achieve the goals they set themselves.

The pack is **best used as part of a tailored event**, where we share insights, ideas and inspiration to get your people onto the front foot in making the desired change happen.



"idenk provided us with a platform for talking about transition and what it does to people and how people can take control of their own transition plans. Their approach was very practical and action focused and it was delivered with the right amount of humour and sensitivity. A key thing for us was that it was individualised to suit our particular needs."

Dr Suzette Woodward
Director of Patient Safety
National Patient Safety Agency



What's in the pack?

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Practical exercises to complete

Bridges describes **three** natural and predictable **phases** to the transition

The three phases of transition



- > **Ending** when we acknowledge that there are things we need to let go of or recognise that we have lost something
- > **Neutral Zone** when the old way has finished but the new way isn't here yet; when everything is in flux and it feels like no one knows what they should be doing; when things are confusing and disorderly
- > **Beginning** when the new way feels comfortable, right and the only way

What we all have in common is that for every change we go through a transition.

The difference between us as individuals is the speed at which we go through that transition.

This can be affected by a variety of factors: past experiences, personal preferred style, the degree of involvement in developing possible solutions and the extent to which the change is voluntarily.

The fear of loss is usually more than the hope of gain



Most people say they are open to change, you're probably one of them. But honestly, just how open to change are you... really? When people say they embrace change, change something and you'll quickly find out what they really think.

And I'm no better! I've been to the same place for my summer holiday for years now. I kid myself it's because I know it, can get around, feel relaxed, etc. But the truth is I'm more than a little scared that if we did go somewhere else I'd be disappointed.

Interesting. And that made me think. Dealing with change is more about coping with what we might lose than worrying about what new challenges (and opportunities) it may bring.

Michael Heppell (author of *Flip It* and *How to be Brilliant*)

Find a reference (or two)

Think about some of the big changes you have encountered recently. Then list three great things that have occurred because of that change.

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Use a bit of reverse leverage

Think of some things you will LOSE if you don't change. We'll often do more to avoid losing what we have than we will to gaining something new.

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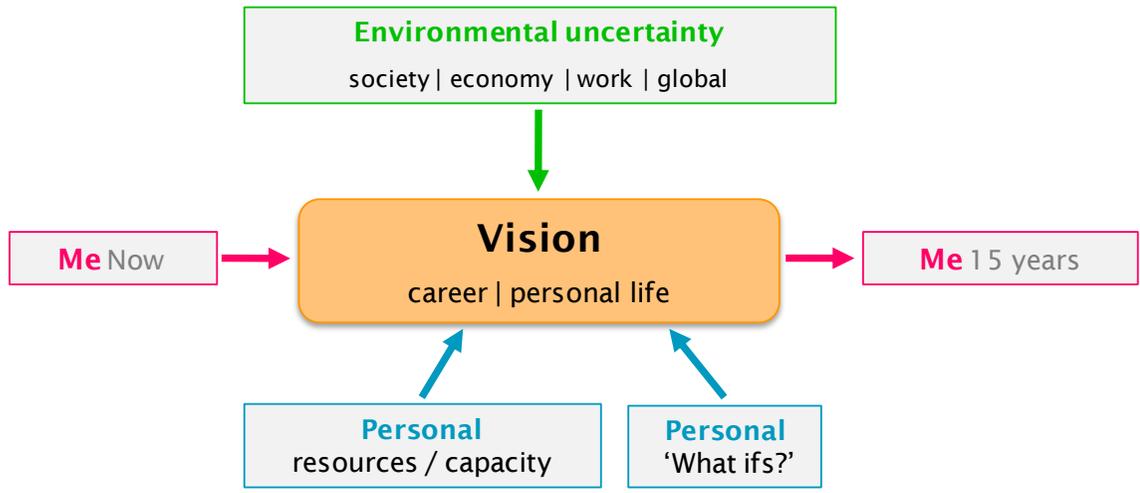
Change the perspective

What seems like a big change now could be small in the grand scheme of things. Think back to what seemed important in your past but is not now.

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Getting onto the Front Foot for the Beautiful Career journey

My Beautiful Career



Front Foot Principles



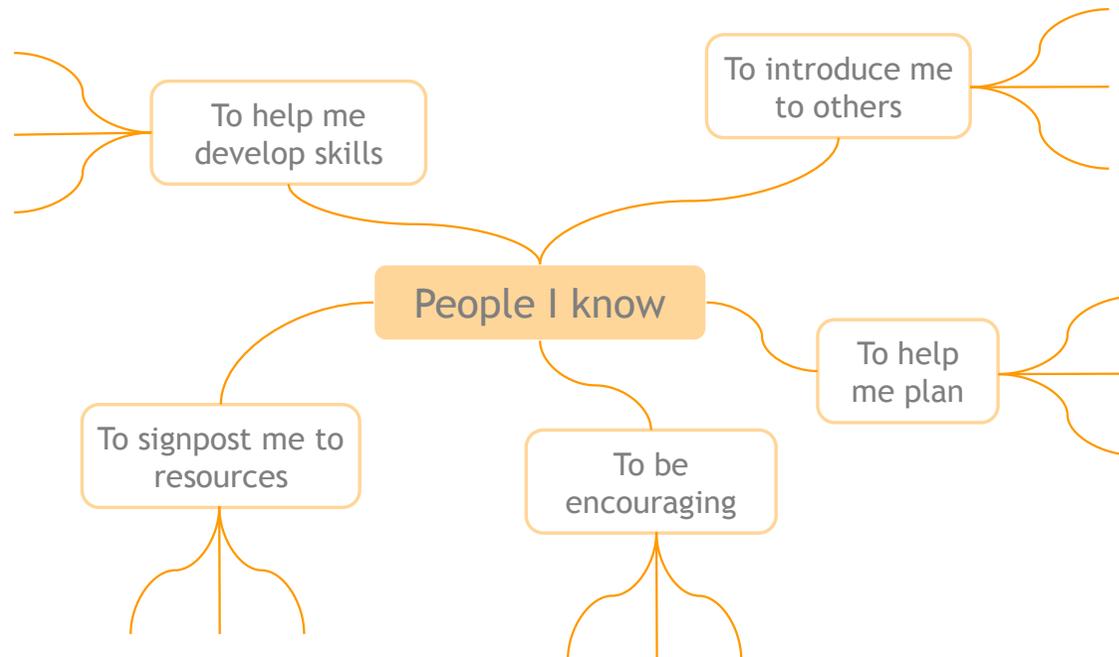
Use the **people you know** who can advise, teach, signpost and support



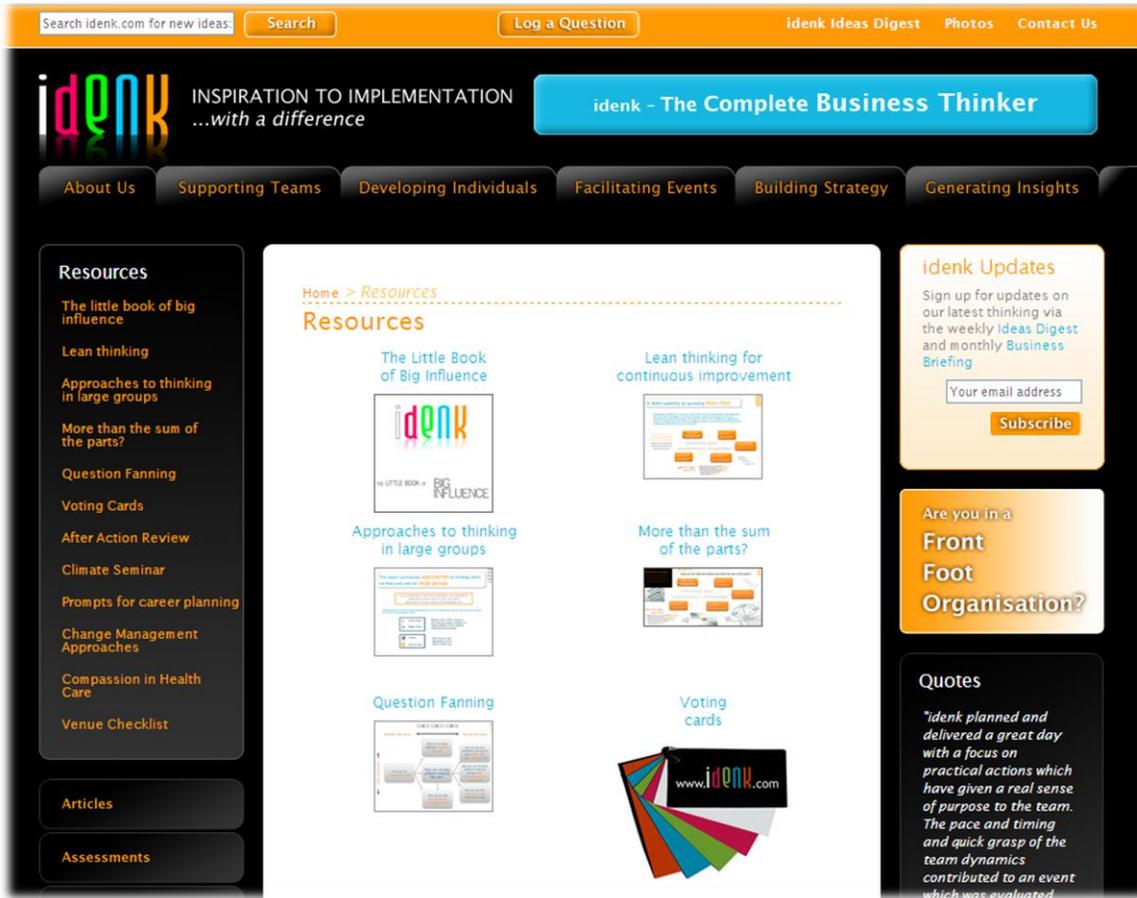
idenk

List some of the people who can help you in different ways.

Joe Bloggs



Additional support available from idenk



www.idenk.co.uk/resources

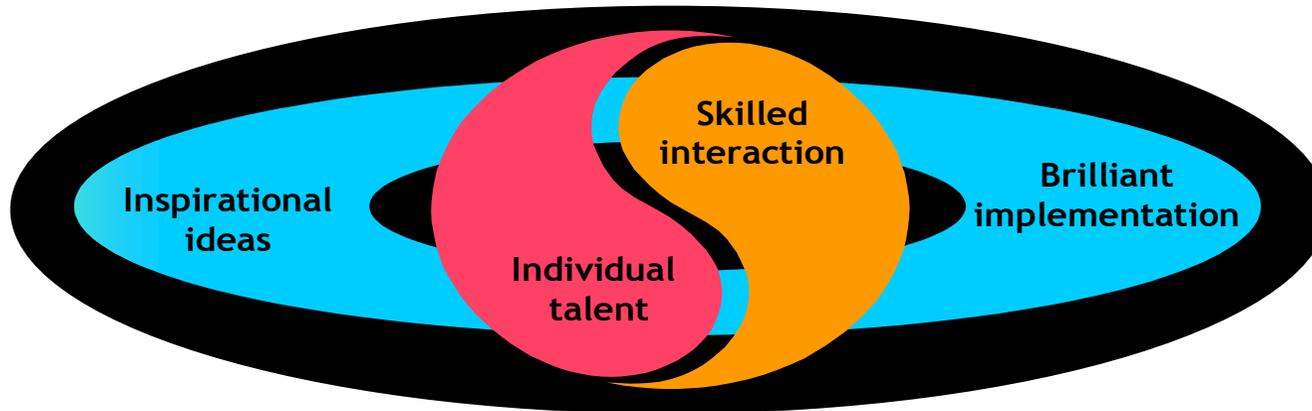
- 1 to 1 coaching
- Learning sets
- Training
- facilitation*
- presenting*
- working with the media*
- structured thinking*
- analysis and report writing*
- creating presentations*
- marketing and brand development*
- selling and consulting*
- strategic thinking*
- Personal transition planning

Sign up for updates on our latest thinking via the weekly Ideas Digest and monthly Business Briefing: www.idenk.co.uk/ideasdigest/

idenk support encompasses the critical '4 Is' :
ideas | implementation | individuals | interaction

The inspiration-implementation cycle

All organisations face the challenge of delivering results today while creating fresh ideas that make them successful in the future



The individual-interaction balance

People need to learn how to unlock their talents through building their own capabilities and improving the quality of how they work together