

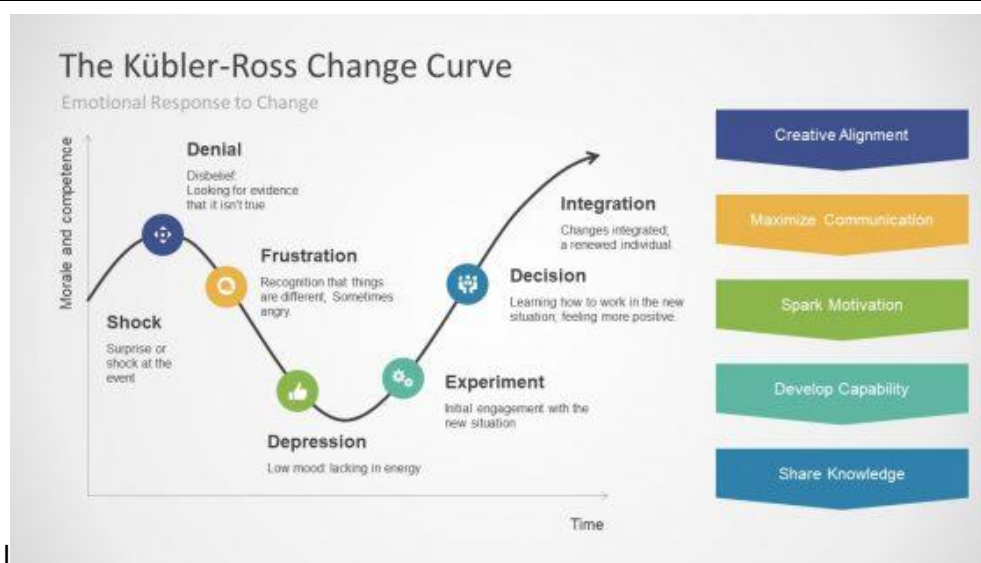


Module 4 – Change Management (30 minutes)

Together Everyone Achieves More Teamwork Workshop

Chosen Delivery Model: Digital Learning (Synchronous and Asynchronous)

	<h3 style="text-align: center;">Engage (Cognitivism)</h3> <p>This 30-minute module <i>Conflict Management</i> is part of a four-hour teamwork workshop geared towards adults working in non-profit organizations, municipal governments, and Indigenous organizations.</p> <p><u>Synchronously (via Zoom):</u> Introduce the module by showing the Kubler-Ross change curve. Explain that the Change Curve is based on a model originally developed in the 1960s by Elisabeth Kubler-Ross to explain the grieving process, and since then it has been widely utilized as a method of helping people understand their reactions to significant change or upheaval.</p> <p>Explain that Kubler-Ross proposed that a terminally ill patient would progress through five stages of grief when informed of their illness. She further proposed that this model could be applied to any dramatic life changing situation and, by the 1980s, the Change Curve was a firm fixture in change management circles. The curve, and its associated emotions, can be used to predict how performance is likely to be affected by the announcement and subsequent implementation of a significant change.</p> <p>https://www.exeter.ac.uk/media/universityofexeter/humanresources/documents/learningdevelopment/the_change_curve.pdf</p>
	<h3 style="text-align: center;">Explain & Discuss (Behaviourism, Cognitivism & Constructivism)</h3> <p><u>Synchronously (via Zoom):</u> Explain that the objective for this module to relate the change curve to changes in their workplace.</p> <p>Describe the five stages of change:</p> <ol style="list-style-type: none">1. Shock or denial2. Anger3. Bargaining4. Depression5. Acceptance <p>Discuss the change curve in the participant's workplace and how the five stages of changes affect individuals and the overall team.</p> <p>Show the handout on the change model - provide this link for further reading: https://www.hr.com/en/magazines/all_articles/the-emotions-of-change-based-on-the-kubler-ross-ch_i280ai7s.htm</p>



Explore & Apply (Constructivism & Connectivism)

Synchronously (via Zoom):

Show the PowerPoint slides for Change Management.



1.4.2 Module 4 -
Change manager

Asynchronously - Synchronously:

Explain how the 'start-stop-continue exercise' will work by first having the individuals work asynchronously on their own by watching this short video

<https://www.rhythmsystems.com/blog/bid/124445/what-should-you-start-stop-and-keep-doing-in-the-next-90-days> and then reflecting on what they would like to see the team start-stop-continue doing.

Then synchronously divide the groups up into small groups to discuss the following:

What the whole team needs to:

1. start doing,
2. stop doing, and
3. continue doing to reduce conflict, improve performance and get stronger overall.

Throughout the activity provide informative feedback to the participants.

Summarize the activity by reflecting on how the change curve impacts how teams' function successfully.



Module 4 -
ACTIVITY Start Stop (



Reflect & Share (Behaviourism, Constructivism & Connectivism)

Synchronously (via Zoom):

In the Zoom room participants will be invited to use the whiteboard feature on Zoom to draw/write/type, or use the chat function, to explore what they learned through the activity.

	Lead a group discussion on how this model is applicable in the workplace. Allow participants to express how they have adapted to change at work.
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(Accessed with appreciation from

<https://docs.google.com/document/d/1l5hNakSEYB8R1uqgX2Gms6xhCjKiaFA7l3xWzMtIF0o/edit>)

Considerations:

- Allow for people who are not comfortable with the topic of change, or those who have experienced a death to engage in a safe manner.
- For participants with low-band width allow them to watch the video on their own instead by inserting the link to the YouTube page in chat.