

Endings: Loss/Past

Encourage endings; work through issues and shifting identities	Things to watch out for:	Checklist of Possible Actions:
<p>Make sure people understand what is over and what isn't</p> <p>What is over for everyone? Is this a new chapter in the organization's history? What would the name of the old chapter be and name of new chapter?</p> <p>Create space to share personal reactions and feelings reflect on the process</p> <p>Acknowledge feelings, grieving as natural</p> <p>Symbolically denote ending</p> <p>Treat past with respect: Don't denigrate past, but explain problem</p>	<p>Many of the losses people may experience aren't concrete: attitudes, assumptions, habits, etc.</p> <p>Acknowledge that Transitions are subjective: don't argue with people's experiences or personal reactions</p> <p>Don't deny endings, acknowledge openly and directly! Don't drag it out either. What must end, <i>must</i> end!</p> <p>Throwing 'baby out with the bathwater'</p> <p>People doing all the old <i>and</i> new things: burnout and overload!</p> <p>People making their own decisions about what to discard and what to keep: inconsistency and chaos!</p>	<p>Figure out how people's behavior and attitudes will have to change to make teams work: put it into words</p> <p>Analyze who stands to lose something through the changes: compensate for losses where you can</p> <p>Sell the problem that is the reason for the change: describe change in as much detail as you can</p> <p>Talk about Transitions and the 3 Phases</p> <p>Align rewards to compliance with changes</p> <p>Give people information, again and again!</p> <p>Let people take 'piece of past' with them</p>