

Change Management: How understanding the change process helps support advisors

In an ever changing world, especially in the advising field, staff need to change with advising trends, student populations, institutional initiatives, and events that impact our students and the profession. Administrators are many times challenged to deliver the news of yet another change or ask staff to assist in the implementation of changes, which are not always met with a positive view. Learn about the stages of change and the transition process of getting through change effectively, as well as ways you can help staff understand and address the impact of change. Change management techniques can also be applied to our work with students and assisting them through the change process. Real scenarios and activities will be utilized to assist administrators in addressing change with their staff.

Participants will:

1. Understand the stages of the change process and how to apply techniques in order to assist staff who struggle with change.
2. Recognize the signs of change and change talk
3. Identify where a person is at in the change process and how our behaviors can impact it
4. Apply the techniques to change with students through the use of scenario based activities. We will also discuss the various changes we as staff encounter on our own campuses and in our personal lives.

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