

Momentum

Leading through change

Creighton
UNIVERSITY

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Managing resistance to change

- ✓ Effective change managers seek to clarify the cause of staff members' concerns.
- ✓ Good communication and support will go a long way toward easing the underlying cause of resistance, whether it's misunderstanding, rumor or fear.
- ✓ Inspire with vision by painting a vivid, positive picture of the post-change workplace, including details of how employees may benefit personally.
- ✓ Respond calmly to any staff mistakes by acknowledging that errors happen amidst change, and that they're part of growth.

How to lead amidst workplace change

Change is—of course—a constant in today's world of work. To help your team navigate through changes large and small, commit to developing your change management skills. Managers and supervisors need to be able to recognize change-driven stress in their staff and help them overcome it. If you spot negative reactions, consider using the following strategies.

- Include team members in the planning of how changes will be implemented whenever possible; they'll process the changes better as a group.
- Provide regular and honest information about progress being made to implement changes.
- Keep close enough to staff to be aware of rumors, and counter those rumors when possible.
- Meet individually with those having difficulties; suggest they access their program for help with stress management.
- Acknowledge and celebrate every group success during times of change.



Webinar—Join us for *Helping Employees Positively Maneuver Change in the Workplace*, a managers' webinar on Wednesday, December 4, 2019. Register [here](#).

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Mind Your Mental Health

Certain emotional health conditions can cause distressing physical and psychological symptoms.

- If you suffer with anxiety—including frequent, powerful feelings of fear or dread—[these tips](#) can help you better understand the condition, develop coping strategies and learn about treatment options.
- Each winter, a small percentage of people suffer with seasonal affective disorder (SAD) whereby a lack of sunlight contributes to depressive episodes. As [this tip sheet](#) summarizes, managing SAD can include some combination of improved winter self-care, light therapy, behavior therapy and medication.
- It's common for mothers to experience mood swings, sadness and fatigue after giving birth. [Review these enlightening statistics](#) on postpartum depression, including differentiating the common “baby blues” from more serious depression.

Working on Wellness

As the year is ending, many of us plan to eat healthier next year. Try these simple tips to stay on track:

- Make small changes. Keep more fruits, low-fat dairy products (low-fat milk and yogurt), vegetables and whole-grain foods at home and at work.
- Reduce restaurant visits. Buy a healthy recipe book and cook for yourself. Pack a healthy lunch with controlled portions for workdays.

Daily Diligence

Three things you can do to support an effective work team:

- Ensure that the team's goals are clear, understood and accepted by each team member.
- Be aware of your leadership style and techniques. Evaluate yourself and find ways to continuously improve.
- Be accessible so your team can come to you with issues and questions. An open door policy is one way to do that.

Additional sources: Healthwise, Forbes Coaches Council.

The 3 Cs of change leadership

Communicate

Successful leaders communicate the “what” and the “why” behind a change. Leaders who explain the purpose of the change and connect it to the organization's values and/or explain the benefits create stronger buy-in and motivation among staff.

Collaborate

Successful leaders work across boundaries, encourage employees to break out of their silos, and work to defuse resistance. They also include employees in decision making early on—strengthening their commitment to change.

Commit

Change is difficult, but leaders who negotiate it successfully are resilient and persistent, and willing to step outside their comfort zone. They also devote more of their own time to the change effort.

Source: Center for Creative Leadership