What is transitioning?
• Transition happens in a variety of ways such as: roles, people, strategies, goals, resources, management, etc.
• Undergoing and processing change in leadership
• Making the change in roles and learning how to do so in an effective way
• Changes that happen with roles, goals, and committees
• In leadership, transition is ongoing and can rise if a variety of forms
• Happens when people transition into executive roles
• Leadership changes and knowing how to deal with it
• Used to process current positions and goals to see if changes need to be made
• Transition can be in moving forward or in reverting back after a new idea did not work as intended

What should be done when transitioning?
• Put your people first
• Find your purpose when transitioning
• Develop awareness among those you work with
• Get personal and engage with your team during this time
• Stay positive throughout the entire time
• Hear people’s opinions as the process unfolds—everyone should feel included during the transition
• Encourage all team member to have agility and adaptability during this time

How should I help with transitioning?

Evaluate yourself:
• Are you Adaptable and open to change?
  o the ability to respond to new changes with a positive and constrictive outlook
• Are you self-aware?
  o The ability to recognize your own strengths and weaknesses in navigating the transition and recognizing potential change in competencies, behaviors, and/or attitude of your own
• Are you using leadership maturity?
  o The ability of being poised in making these adjustments and supporting the direction of the new changes
• Leadership Resilience
  o The ability to rebound from setbacks and/or changes
• Strategic Thinking
  o The ability to determine the best plan for improvement

What should I never do in transitioning?
• Never underestimate the impact of the transition
• Do not ignore that some individuals may need more time to adjust
• Do not force a lot of change right away: Needs to be gradual
• Never deny transitions, always shifts in leadership and ideals will always and should always be happening!
• Never neglect what your own values are or what your organization stands for—change is good, but only if identity is not lost
• Never fail to keep an open mind