



THRIVING **Through Change**

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How do you feel about
CHANGE?

Reduce
GROW



There are many solutions.

MAKE

ONE

COMMITMENT



DOWNLOAD

today's deck

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and Subscribe to Monthly Newsletter

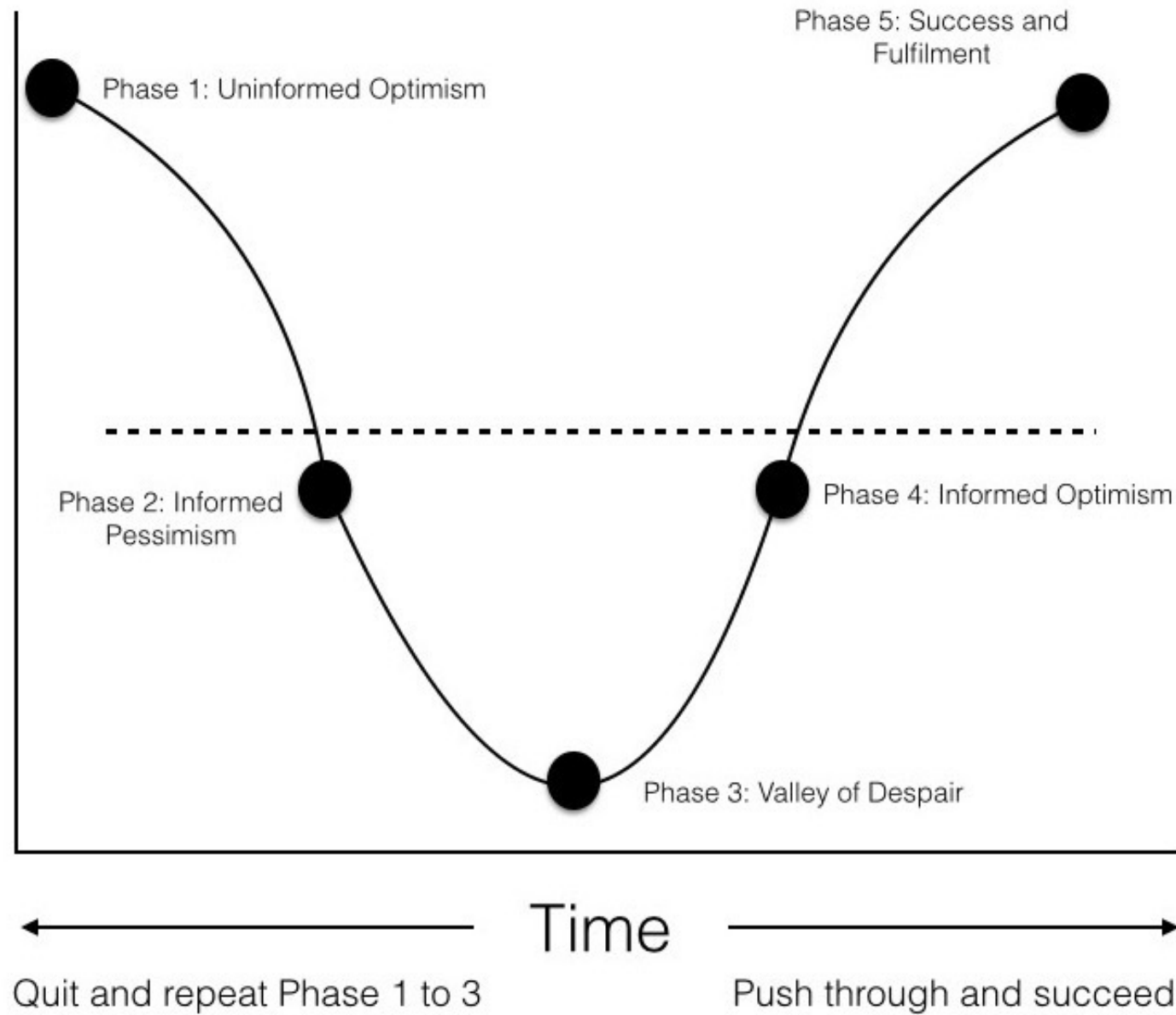
CHANGE TRANSITION



CHANGE

Situations and occurrences that
impact organizations
and individuals





TRANSITION

Internal
psychological process
of adapting to a new situation



Often
OUT
of our
Control

CHANGE

IN
our
Control

TRANSITION



A yellow and red train is stopped at a station platform. The train has a large red circle on its side. The platform is covered by a glass and steel roof. The text "STAGE 1" is overlaid in blue.

STAGE
1

A view down a long train platform with a glass and steel roof. The platform is empty except for a bench in the foreground. The text "STAGE 2" is overlaid in blue.

STAGE
2

A yellow and red train is stopped at a station platform. The train has a large red circle on its side. The platform is covered by a glass and steel roof. The text "STAGE 3" is overlaid in blue.

STAGE
3



Suffering
comes from
attachment.

3 Stages of TRANSITION

1

Accept the
Ending

2

Live in the
Neutral Zone

3

Reach Your New
Beginning



3 Stages of TRANSITION

1

Accept the
Ending

2

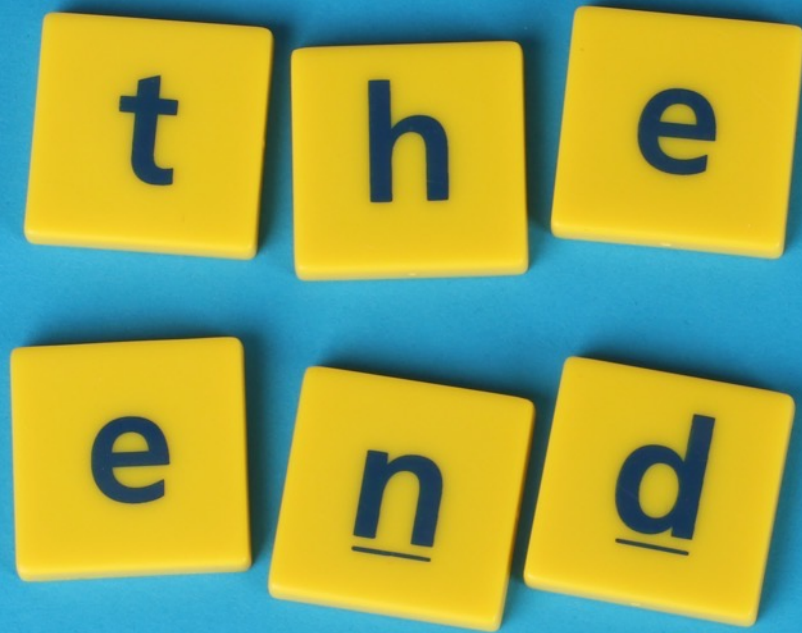
Live in the
Neutral Zone

3

Reach Your New
Beginning



Accept
the
Ending.



How does
it feel when
something
ends?

Accept the Ending.

- Admit change has happened.
- Learn more. Try not to judge.
- Note losses. Note gains.



Not *right* or
wrong.

Just
different.

Accept the Ending.

Mikea James

Field Operations Training Manager



3 Stages of TRANSITION

1

Accept the
Ending


2

Live in the
Neutral Zone

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Reach Your New
Beginning



A wide-angle photograph of a train station platform. Two yellow and red high-speed trains are stopped at the platform. The platform has a large, arched glass and steel roof. A green bench is visible in the foreground. The text "Live in the Neutral Zone." is overlaid in the center.

**Live in
the
Neutral
Zone.**



Confusion.

Clear ending.
No clear
beginning.

Live in the Neutral Zone.

- Embrace the gray.
- Set short-term goals.
- Connect to your values.
- Drive toward clarity.



Acknowledge
what you had.

Envision new
possibilities.

Live in the Neutral Zone.

April Jones

Senior Manager Consumer
Replacement Marketing

3 Stages of TRANSITION

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Accept the
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Reach Your New
Beginning



Reach Your New Beginning





Fresh Start.

More “both/and”
Less “either/or.”

Reach Your New Beginning.

- Establish yourself. Meet new people.
- Create new strategies for new challenges.
- Remind yourself of reason for change.
- Mark small wins.

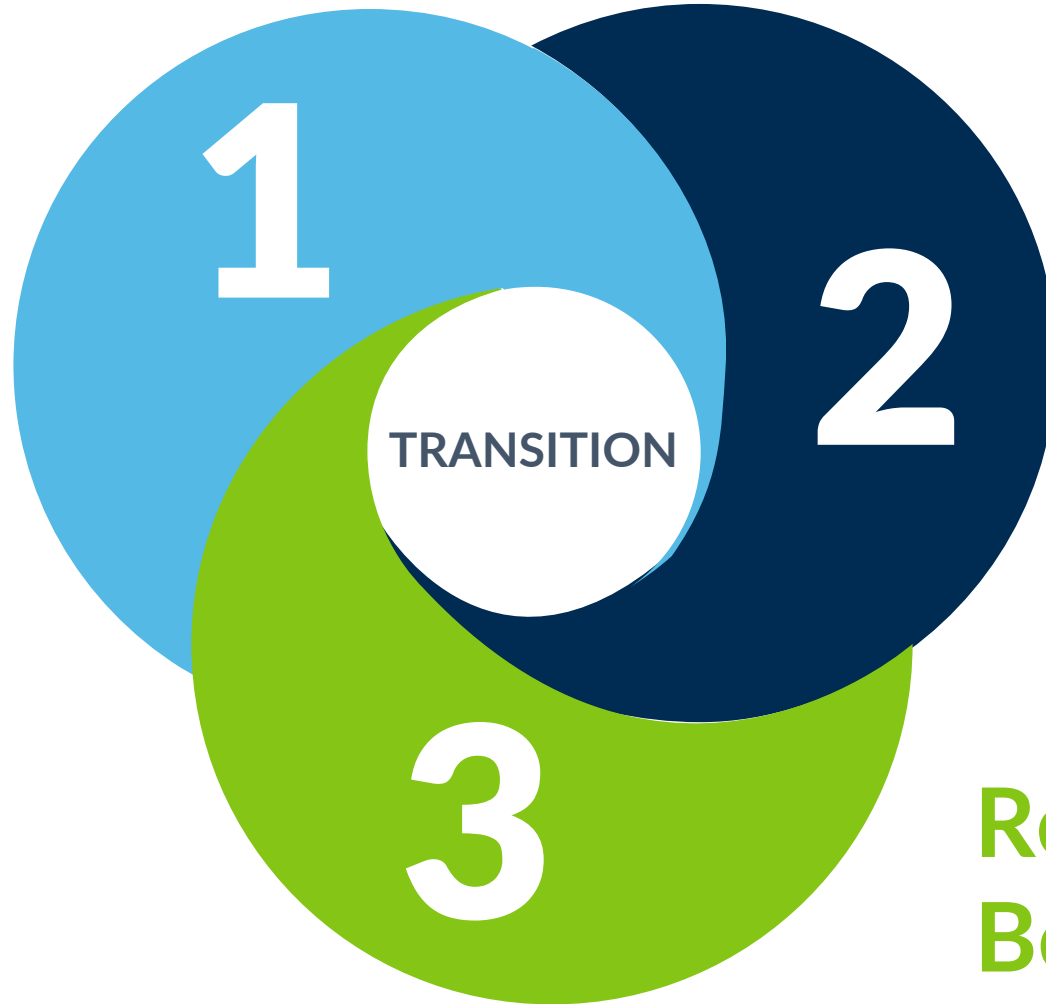




Use clarity
gained.

Accept
challenge of
new
environment.

**Accept the
Ending**



**Live in the
Neutral Zone**

**Reach Your New
Beginning**

Reach Your New Beginnings.

Marcela Castano

Senior Materials Scientist



3 Stages of TRANSITION

1

Accept the
Ending

2

Live in the
Neutral Zone

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Beginning





Your turn...

MAKE

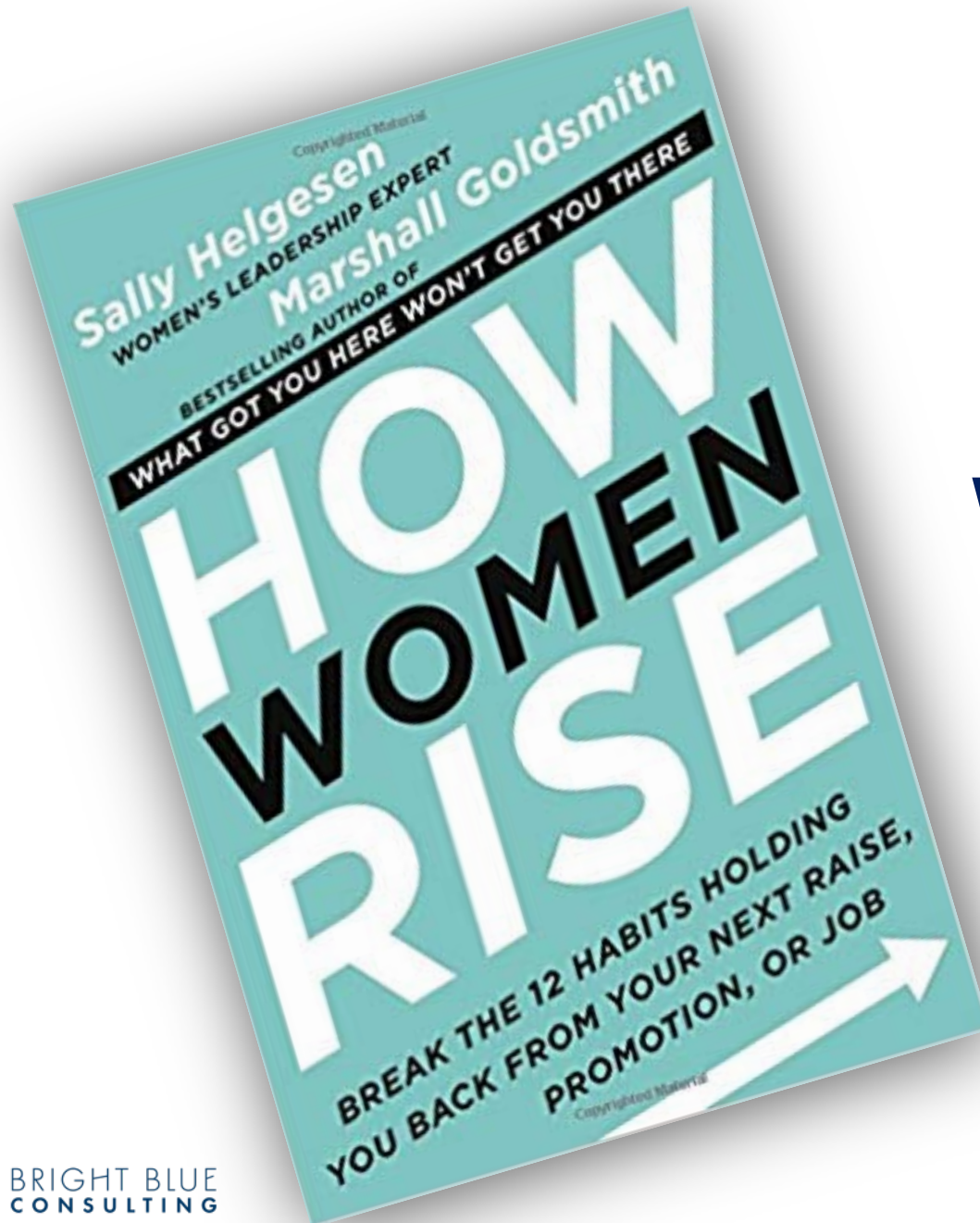
ONE

COMMITMENT



RESOURCES

to keep going...



www.HowWomenRise.com

she negotiates

Shenegotiates.com



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VIDEO SERIES

How to Negotiate as a Woman: Work Together to Get a Win-Win

Do you negotiate differently with women and men? Learn why it helps to think of what's best for everyone no matter who you negotiate with.



VIDEO

Practice Makes Perfect: Negotiate Now to Achieve More When It Matters

Learn a simple framework for approaching negotiation in a whole new light

leanin.org/education#negotiation



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Mimi Bliss, Speaking Coach
www.mimibliss.com/blog



- Episode 128: You're Worth It – The Power of Negotiation
- Episode 114: My Answer is No, if That's OK With You.



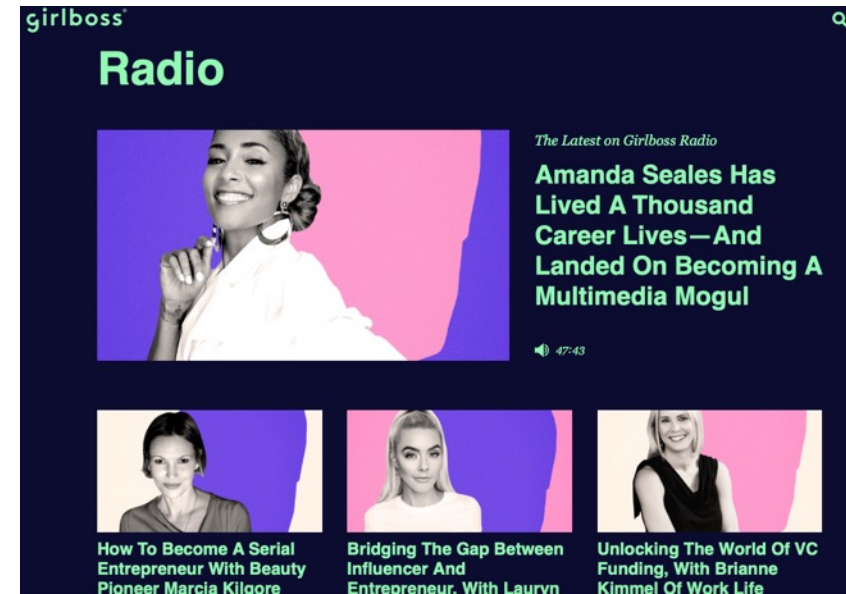
Harvard Business Review Women at Work Podcast

- The Art of Claiming Credit
- Couples That Work





Episode: The
Challenges of Black
Women in Leadership



<https://www.girlboss.com/podcast>



<https://www.npr.org/sections/codeswitch/>



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FORTUNE THE BROADSHEET EMMA HINCHLIFFE

The Broadsheet Fortune Magazine

EVERYONE'S TALKING

- **Salary solidarity.** Yesterday, [Claire wrote](#) about the impact of company-wide pay transparency and its proven power to narrow the gender pay gap.

That's all well and good (very good, actually), but where does that leave individual employees, who don't have the power to dictate company policy? [This Atlantic story about Samira Ahmed](#), the BBC television presenter who is suing the broadcaster over alleged pay discrimination, suggests one possible answer to that question.

Ahmed's case is based largely on the fact that she was paid £440 for presenting a 15-minute show on BBC News, while a male presenter, Jeremy Vine, was paid £3,000 for his work on a similar 15-minute show on BBC One. She learned of this disparity in part because of a 2017 shift in BBC policy that required the broadcaster to be more open about presenters' salaries—but also because Vine, her "male comparator," opted to share information with her.

The Atlantic notes that the Fawcett Society, a U.K. equal-pay group, is going beyond calling for companies to release aggregated pay data. Instead, the group wants "greater pay transparency at the individual level, backed by penalties for employers who do not cooperate. Under its plan, every employee would have the right to demand pay data from a 'male comparator' within 20 days, using a similar mechanism to a Freedom of Information Act request."

It's an interesting idea. But regardless of whether such a rule ever goes into effect in the U.K. or elsewhere, this is something employees—specifically white male employees—can take into their own hands, Fawcett Society CEO Sam Smethers tells the magazine: "All you've got to do is say: This is what I'm earning. Share your pay information with your colleagues. It's a simple act of solidarity."

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Today's Broadsheet was produced by [Emma Hinchliffe](#).

ALSO IN THE HEADLINES

- **Beyond a reasonable doubt.** Do lawsuits improve gender and racial equality at work? An analysis of 171 lawsuits filed from 1997 to 2008 found that discrimination lawsuits "produced measurable gains in managerial representation" for black women and black men. Plus, "when lawsuits led to changes in company policies, companies posted larger increases in pay for women." [Review](#)

LET'S TALK **MORE**

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