

E4 Transition Framework for Leaders



- Change triggers an emotional response from those who are impacted – we *experience* the change
- Emotions overpower logic
- Emotional reactions impair 1) problem solving 2) analytical thinking 3) creative insight 4) judgement



- Put yourself in “their shoes” and think about what you might be concerned about
- Ask about their questions to better understand “their feelings”
- Validate their feelings, do not minimize them



- Increasing engagement will increase support for change.
- Provide opportunities for staff to provide input, share their opinions, offer suggestions, and ask questions, regarding changes, which will increase their engagement



- Communication is the sharing of knowledge
- Communicate frequently, multiple ways
- Be candid and honest in your communication, it will increase trust, and trust helps increase acceptance
- Communicated about what your staff want to know about, not just what you want to share
- If you are not communicating regularly, the rumor mill will take over

Do you want to learn more about how you can apply the E4 Transition Model to changes within your organization or community?

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