

# Strategy and Leadership PV237

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# Strategy and Leadership PV237

## Change Management



# Coaching through change exercise part 2

## Group work

- **Put the emotional responses to change on the transition curve**
- **Brainstorm on leadership actions needed for each stage**

Depression

Frustration

Denial

Bargaining

Shock

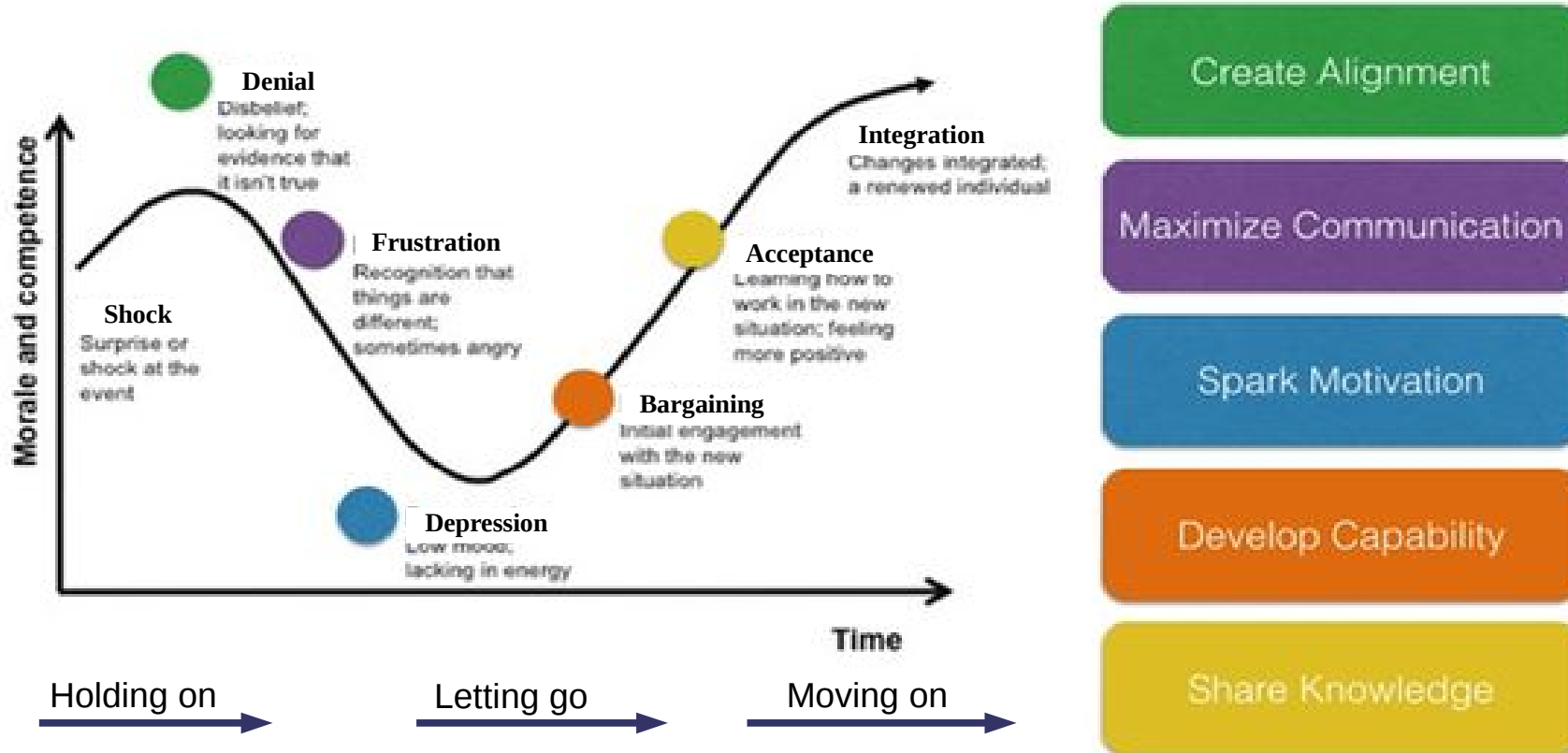
Integration

Acceptance



# Kuebler Ross model

## The Kübler-Ross change curve



The model was first introduced by Swiss psychiatrist Elisabeth Kübler-Ross in her 1969 book *On Death and Dying*, and was inspired by her work with terminally ill patients.



# Coaching through change exercise part 2

## Group work

- **Put the competency stages on the transition curve**
- **Put the sticky notes from last session brainstorming on the transition curve**

Unconsciously  
Competent

Unconsciously  
Incompetent

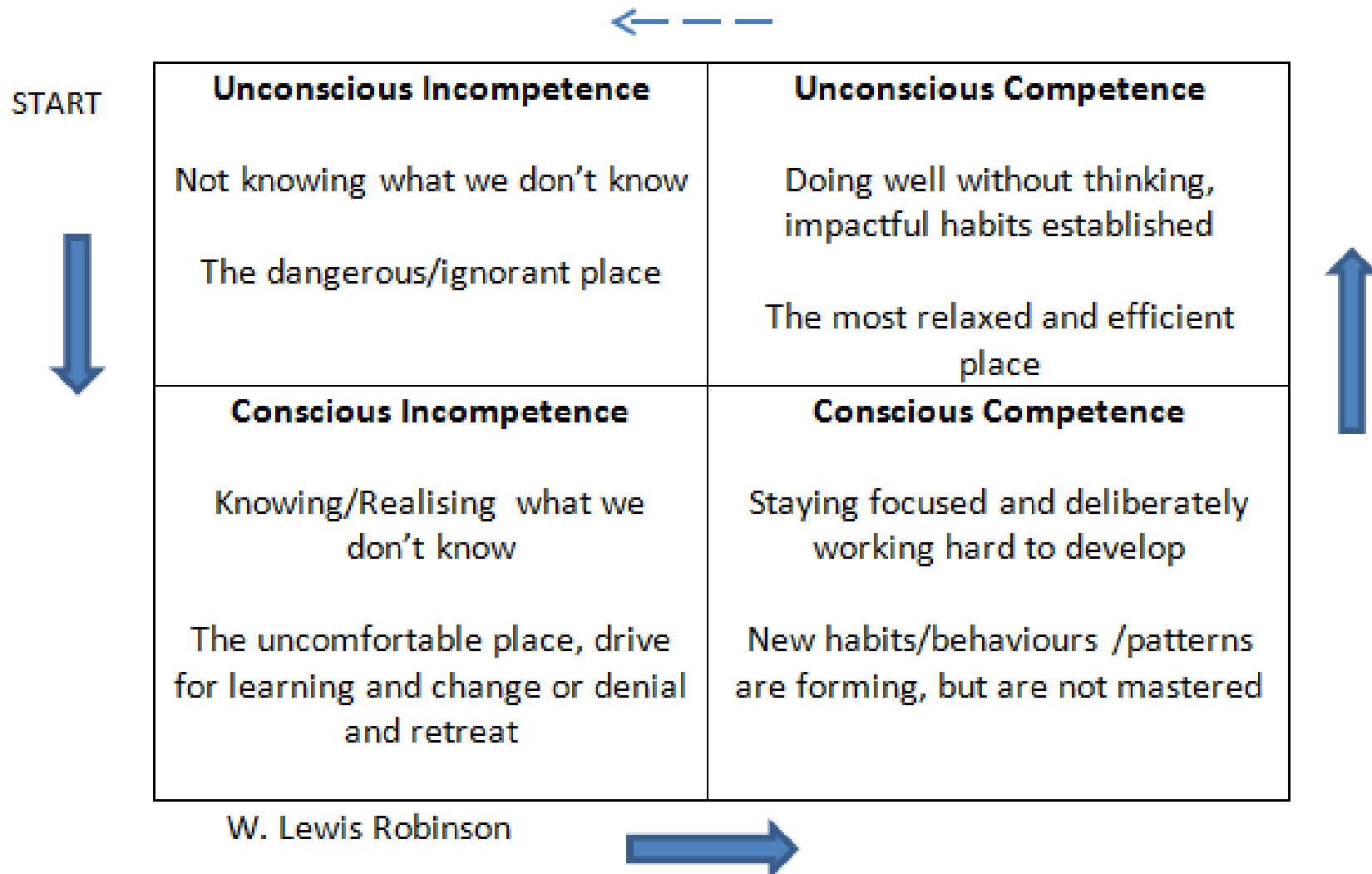
Consciously  
Competent

Consciously  
Incompetent

Unconsciously  
Competent



# Competence stages



# Competence stages

## Change



Unconscious  
Competence

Unconscious  
Incompetence

Conscious  
Incompetence

Conscious  
Competence

Unconscious  
Competence



# Assignment 7

**Those who did attend:**

- **24/7 takeaway, next Glo-bus decision round**

**Those who missed the class:**

- **Write a paragraph on management/leadership actions for each of the stages on the transition curve.**

