# Strategy and Leadership PV237

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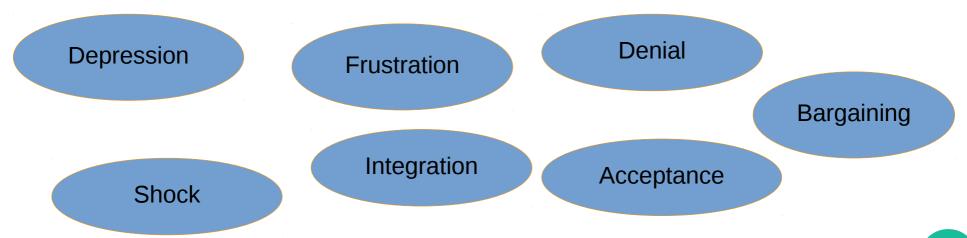
# Strategy and Leadership PV237

## **Change Management**

## Coaching through change exercise part 2

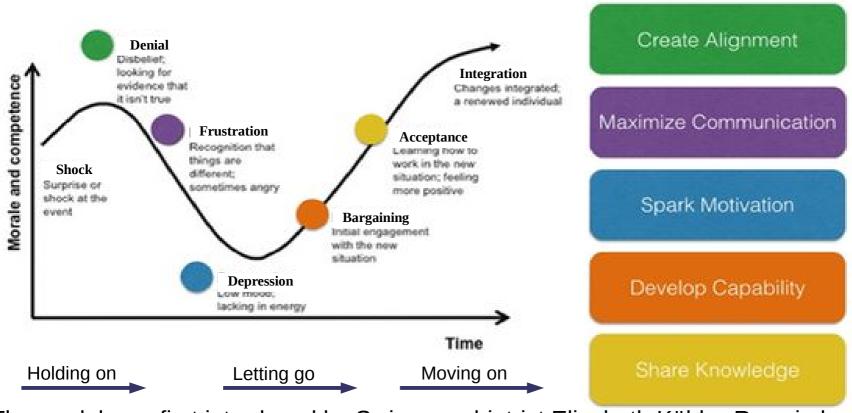
## **Group work**

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



#### **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**



START

#### Unconscious Incompetence

Unconscious Competence

Not knowing what we don't know

The dangerous/ignorant place

Doing well without thinking, impactful habits established

The most relaxed and efficient place



#### Conscious Incompetence

**Conscious Competence** 

Knowing/Realising what we don't know

Staying focused and deliberately working hard to develop

The uncomfortable place, drive for learning and change or denial and retreat

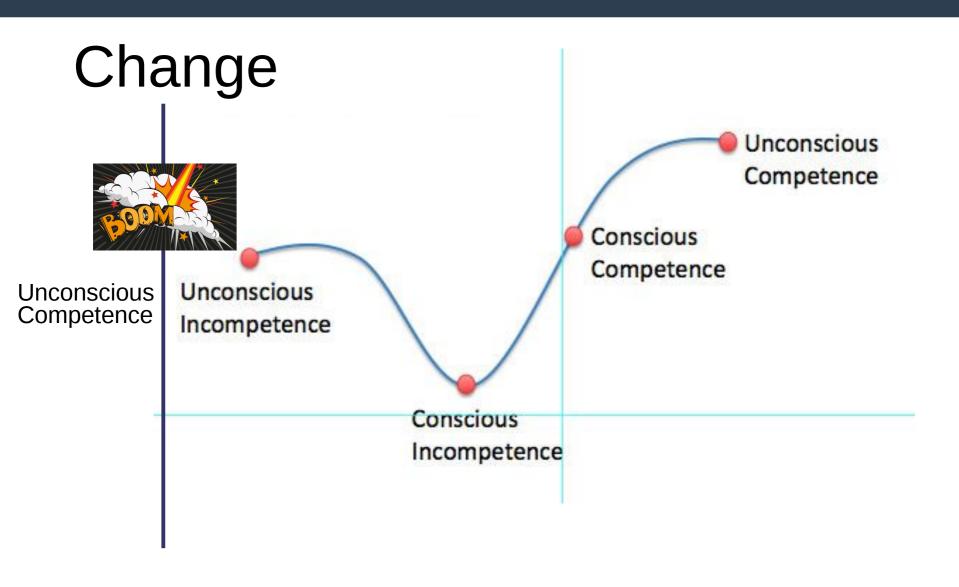
New habits/behaviours /patterns are forming, but are not mastered

W. Lewis Robinson





#### **Competence stages**



# **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.