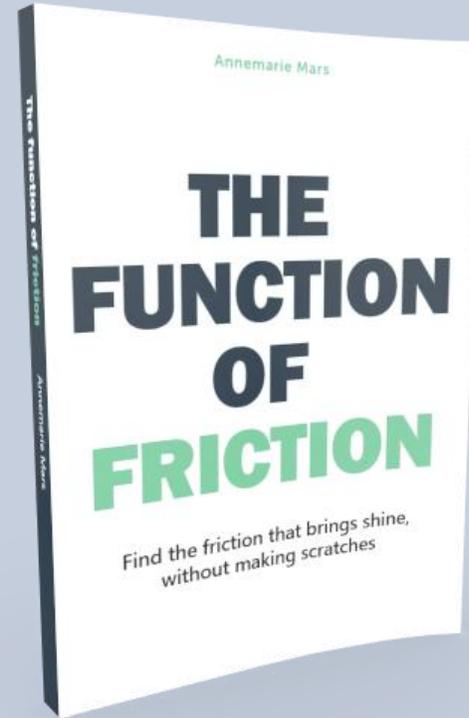
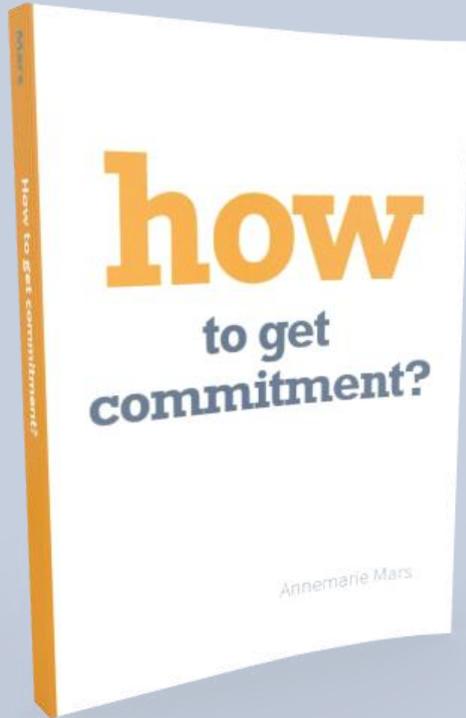


# Leading myself through change

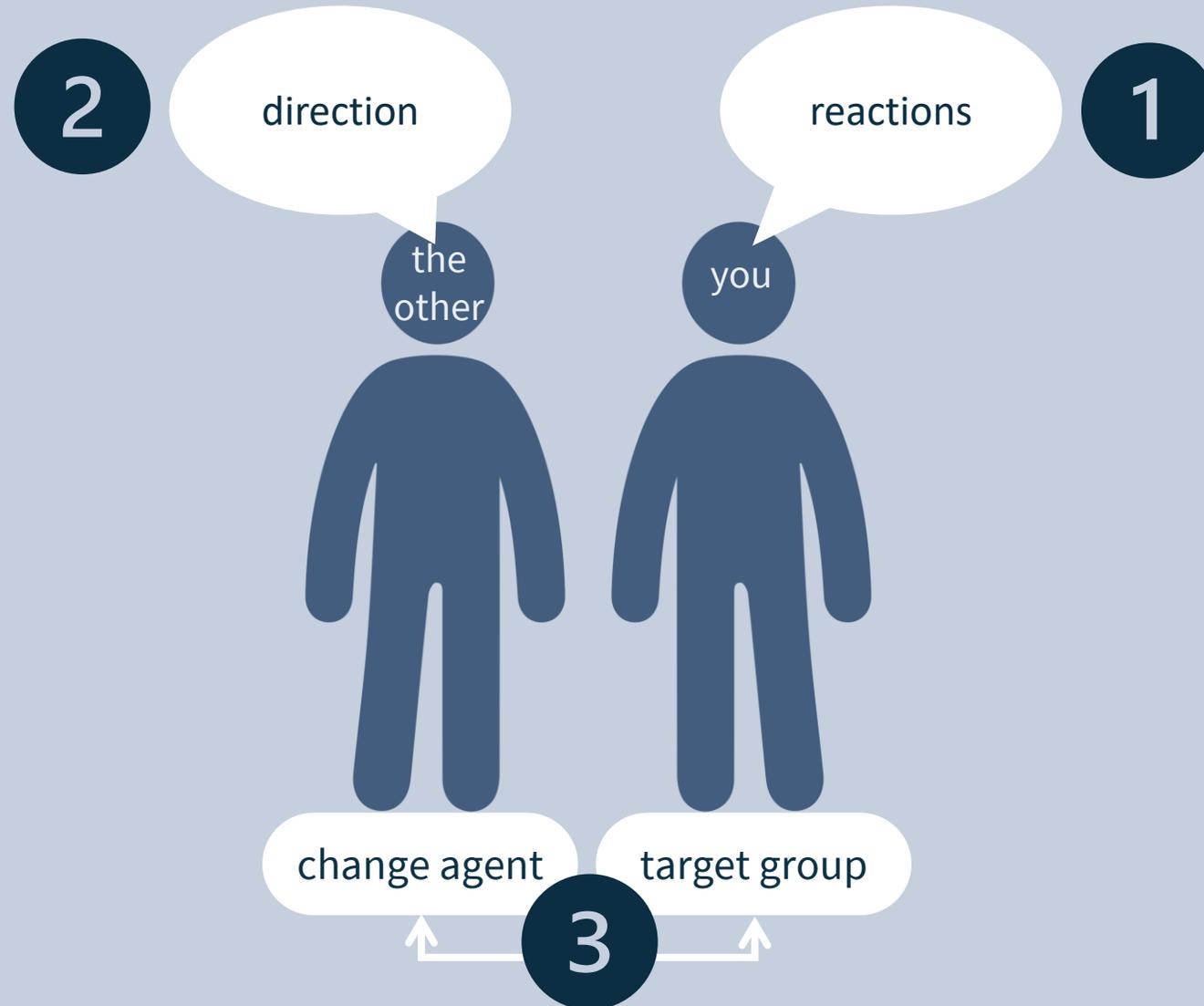
Surviving, influencing and initiating change as a young professional



Annemarie Mars



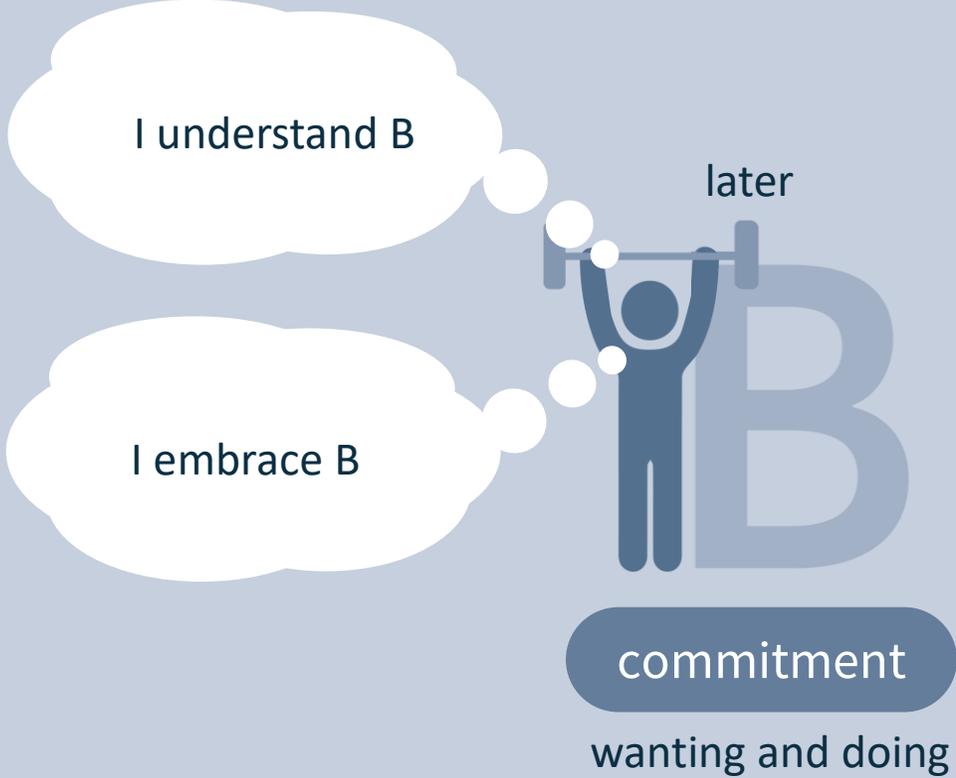
# The conversation about change



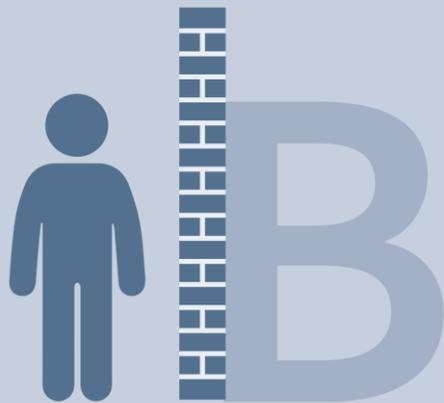


**reactions**

# Behavioral change



# Your reactions to change



denial

Everything is going well, right?  
I don't need that  
That won't happen overnight



resistance

Who thought of this!  
I don't want that!  
This won't work!



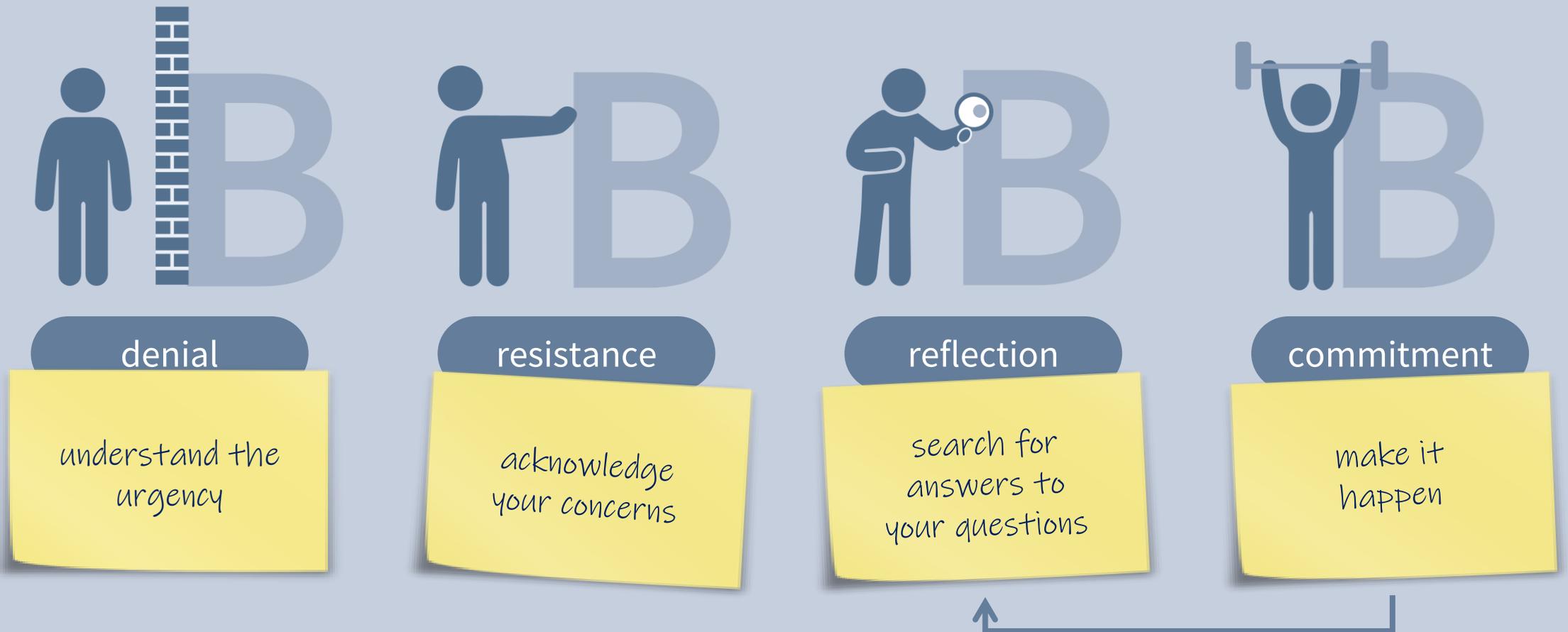
reflection

What does that mean for me?  
What does that look like in practice?  
Can you help me?



commitment

# Your reactions to change

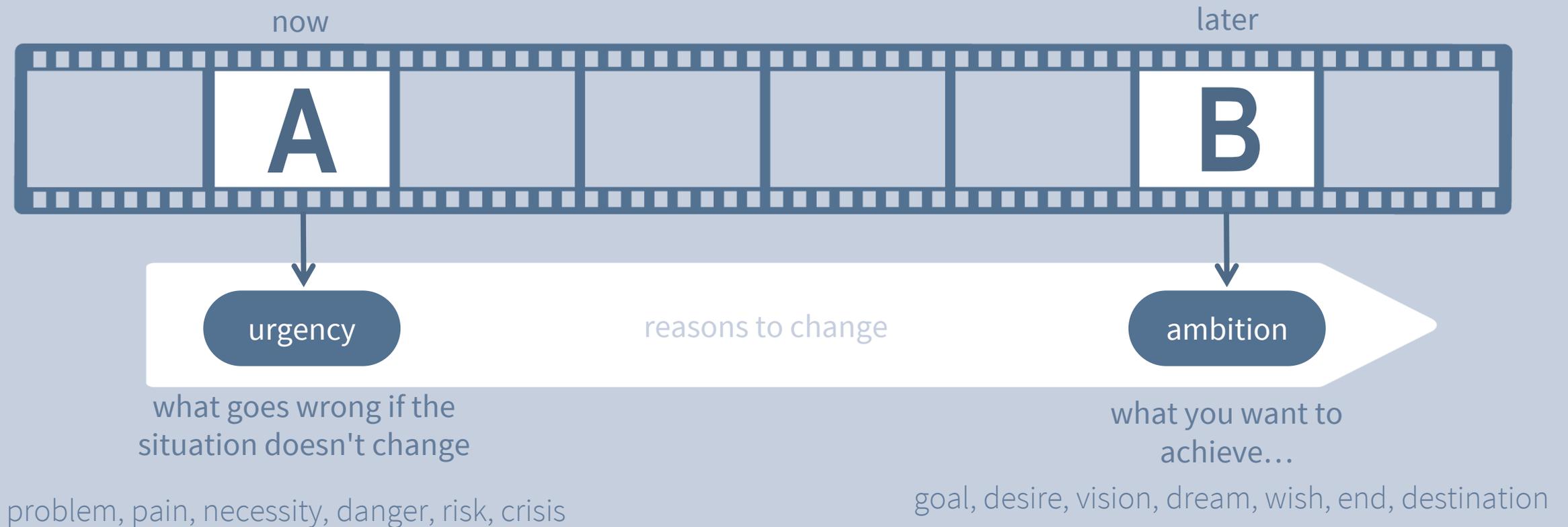




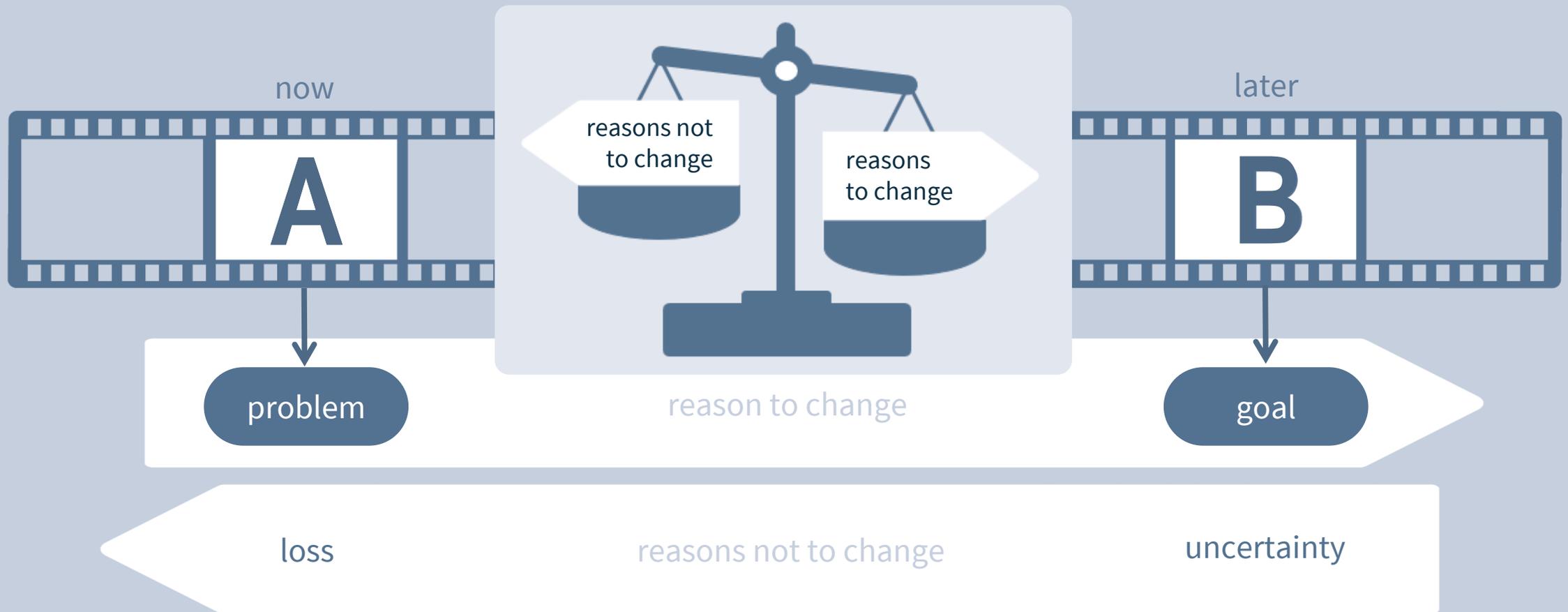
**direction**

# Sense of direction

Reasons to change



# Sense of direction

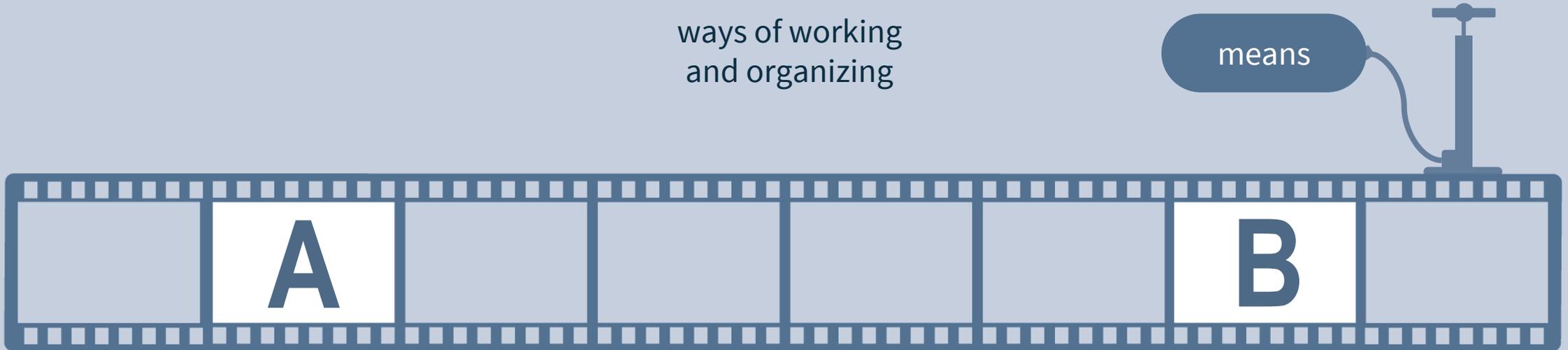


# A solid direction

Goal-means confusion (DF)

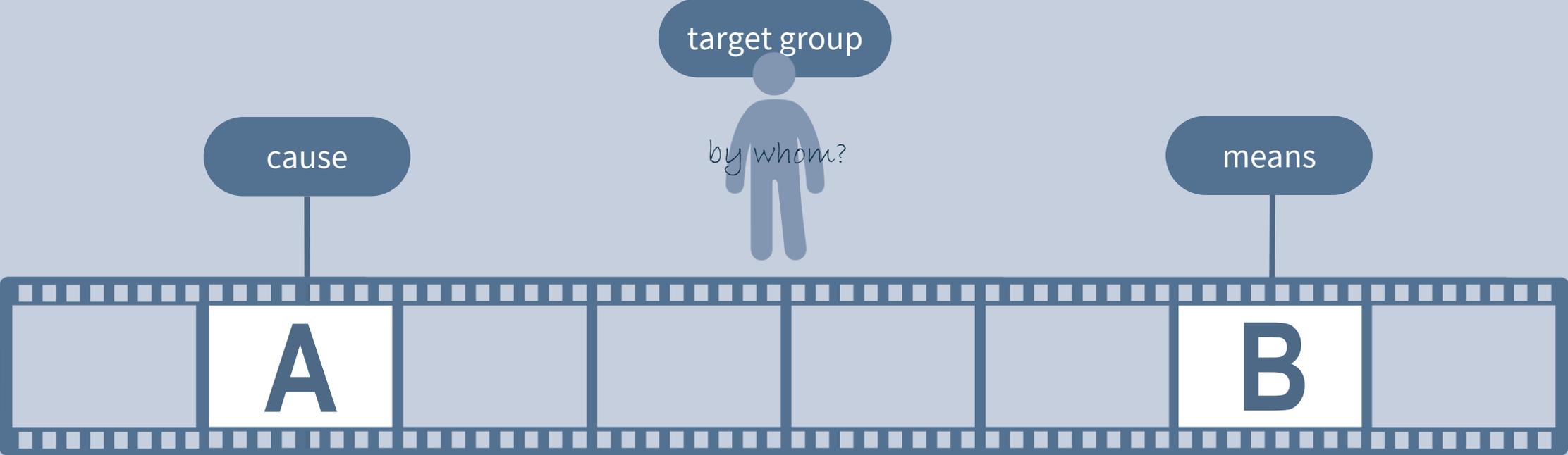
ways of working  
and organizing

means



# A solid direction

ways of working  
and organizing

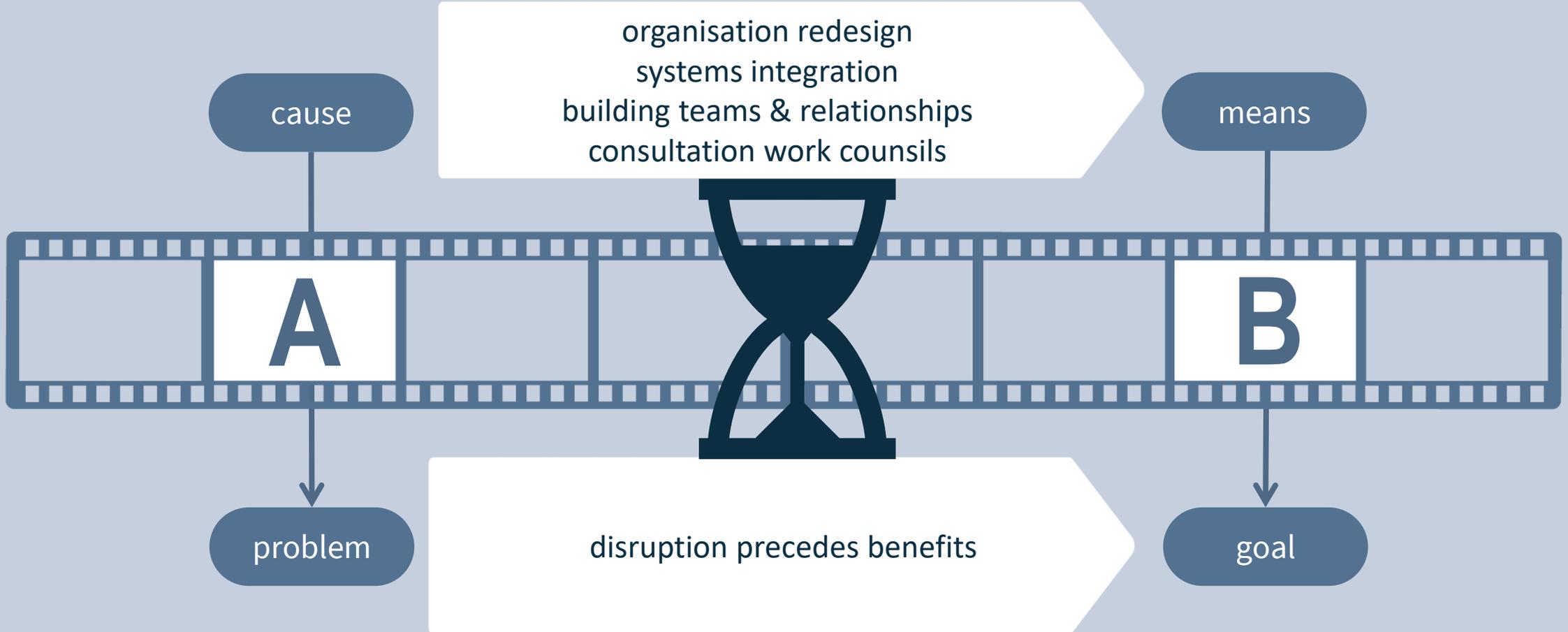


value (performance)



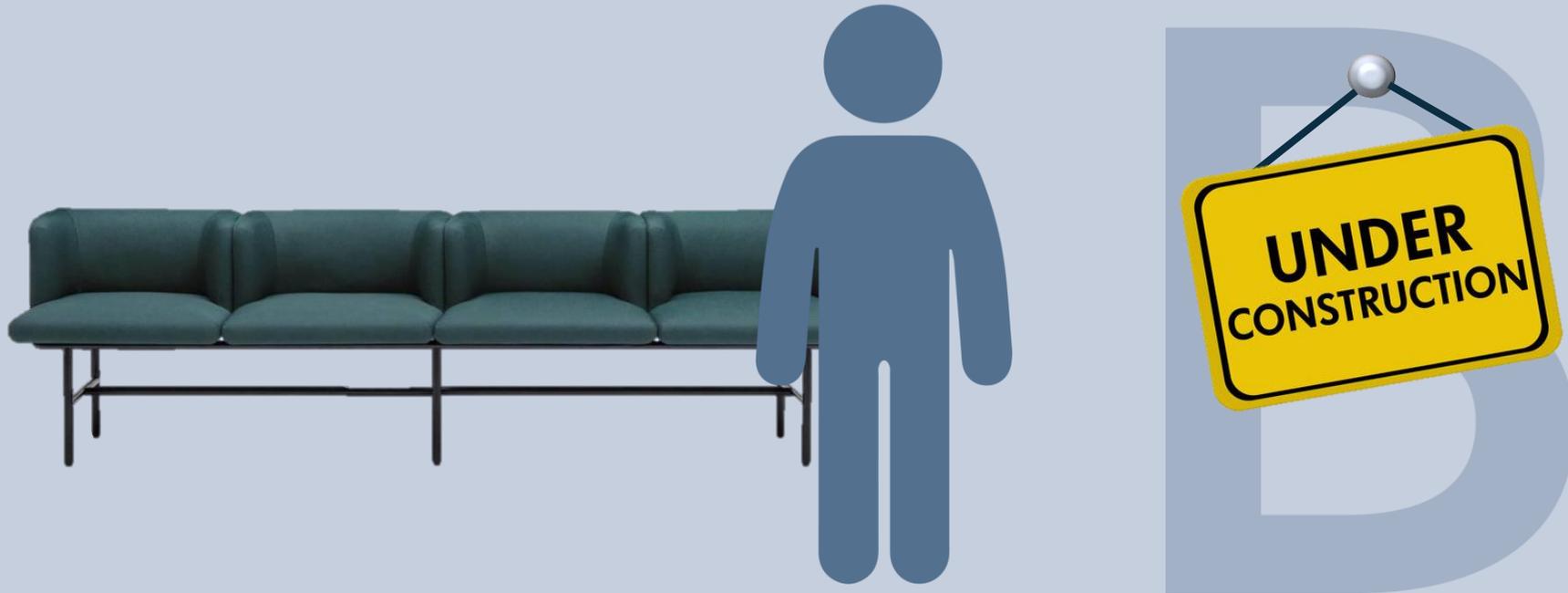
# Dealing with uncertainty

ways of working  
and organizing



value (performance)

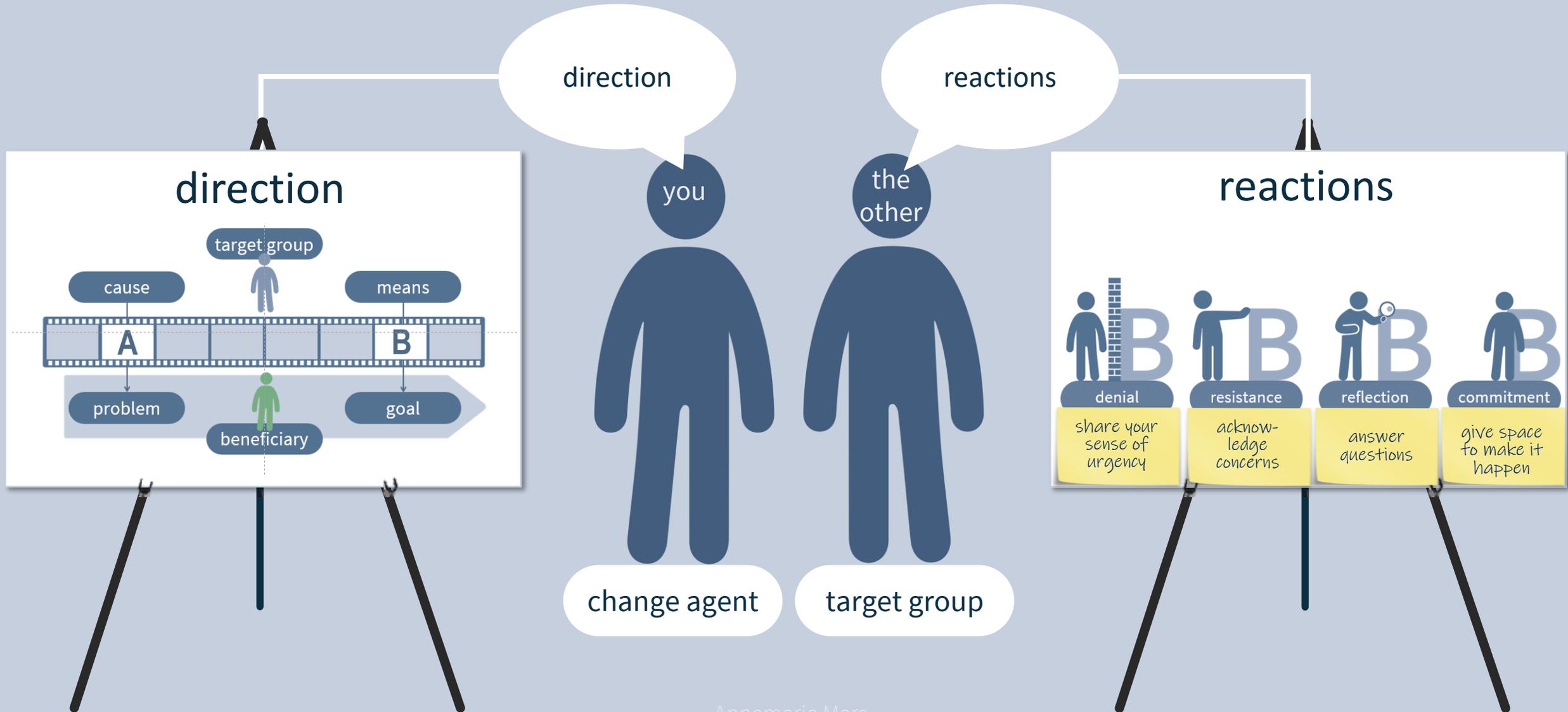
# The waiting room





**reversing  
the roles**

# You as the change agent

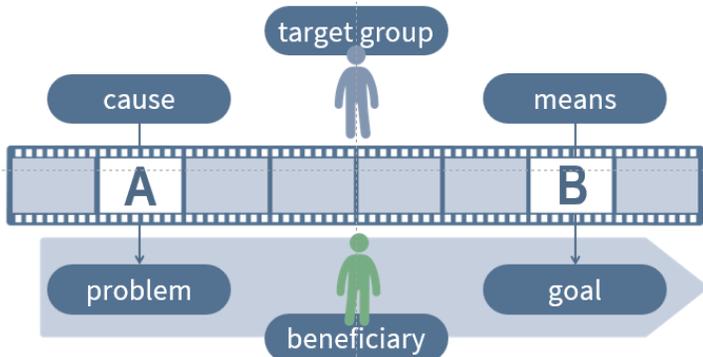




# The conversation about change

Ten words to get to the heart of the change

## direction



you

the other

## reactions



# Handouts

