1. DESCRIPTION
Leaders in chaplaincy ministry will be given an opportunity to reflect on the many "change" realities, issues and challenges they deal with and focus on the reality of change and transitions and the skills required to lessen resistance. Participants will learn how to transform the challenges of change into opportunities to discover new gifts, new learnings and new life.

As a result of this workshop participants will:
1. Gain new understandings about dealing with change and the gifts embedded in transitions that are part of life's journey.
2. Have new or renewed insights regarding why people resist change.
3. Enhance their knowledge of the skills needed for thriving in the midst of change.

2. TRANSITION AND YOU
• Thoughts, feelings, images about change and transition . . .
• Thoughts, feelings, images about transition in your ministry as a chaplain and in your ministry setting . . .

3. CHANGE AND YOU?
• Recall an experience of change that was/is a struggle and/or a success.
• What helps and/or hinders your movement through times of change?
• Change Continuum & Continuum Lessons

4. CONTINUUM LESSONS
• Knowing where you are in a particular change event is very important.
• Recognizing that most people are not where you are in a particular change moment is very important.
• Believing that every new loss in a person or group’s life brings up unresolved prior losses also makes a big difference.
5. STAGES OF TRANSITION (BILL BRIDGES)

TRANSACTION PROCESS

THE PAST
“REALITIES AND TRADITIONS"

ENDINGS

IN BETWEEN/ WILDERNESS ZONE

THE PRESENT
“STRENGTHS AND STRUGGLES”

CONTINUITY
“REMAINING OR GROWING”

THE FUTURE
“HOPES AND DREAMS”

NEW BEGINNINGS

THE HURTS
“LOSSES, SCARS & THINGS TO LET GO OF”

LESSENING RESISTANCE
LEADING EFFECTIVELY
PLANNING WELL
LIFE, DEATH, RESURRECTION MYSTERY

6. KEY QUESTIONS (GORDY MYERS)
A. WHAT IS CHANGING AND WHAT IS STAYING THE SAME? (CONTINUITY)
B. HOW CAN I/WE REMEMBER AND CELEBRATE THE PAST? (TRADITIONS & REALITIES)
C. WHERE AM I/WHERE ARE WE RIGHT NOW? (STRENGTHS AND STRUGGLES)
D. WHAT ARE THE HURTS AND WHAT CAN BE LET GO OF? (SCARS/LOSSES)
E. WHERE AM I/WHERE ARE WE HEADING? (HOPES AND DREAMS)

7. WHY PEOPLE RESIST CHANGE? (The Alban Institute)
The five most common reasons why people resist change are:
1. A desire not to lose something or someone of value - personal investment.
2. A misunderstanding of the change and its implications.
3. A belief that the change does not make sense for me or for us – the “why?” is never answered sufficiently.
4. A low tolerance for change.
5. A limited trust in those leading the change.
8. **SKILLS FOR THRIVING IN THE MIDST OF CHANGE**

   Whether initiated or imposed, change requires leaders to have skills
   
   A. Work from your foundation: purpose and values. Know why you do what you do.  
   B. Know your strengths and weaknesses and develop a support system.  
   C. Communicate effectively, stay approachable.  
   D. Provide opportunities for participation and teamwork.  
   E. Develop a plan of action and commit to implement the plan.  
   F. Keep a positive, optimistic, realistic attitude.  
   G. 3 A’s: Accept, Anticipate, Act  
   H. Answer Why, What, How, Alternatives, Consequences  
   I. Think in the future tense, building scenarios or what ifs  
   J. Manage your personal stress

9. **TRANSITION RESOURCES**

   A. *The Art of Change: Faith, Vision and Prophetic Planning* (Reid & Gallagher)  
   B. *Transitions: Making Sense of Life’s Changes* (Bill Bridges)