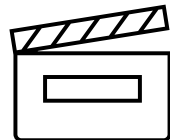


WAVES OF CHANGE KEEPING PEOPLE SAFE AND ENGAGED ALONG THE ROLLERCOASTER

LAURA THOMSON-STAVELEY
SECRETS OF A COACH TEAM



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Watch the quick video (paste link into browser)

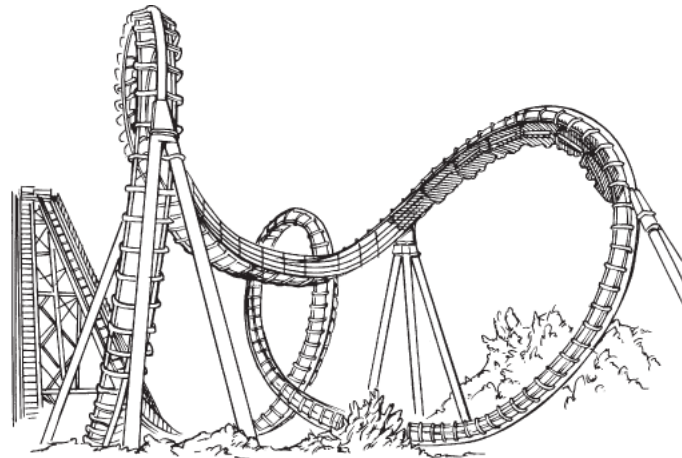
<https://www.dropbox.com/scl/fi/zx14edvbffs3adjvwtxor/Waves-of-Change-keeping-people-safe-and-well-on-the-rollercoaster.mp4?rlkey=ysiwxef5oeq9fpor1xx7p28sg&dl=0>

Sign of the Times...

Rollercoaster – up/down/jolts and surprises (scream if you wanna go faster)

I love lots of random unpredictable change that is totally out of my control and actually might be the polar opposite of what I like...

...SAID NO HUMAN EVER!



roller coaster

**MATURITY OF MIND IS
THE CAPACITY TO
ENDURE UNCERTAINTY.**

John Finley

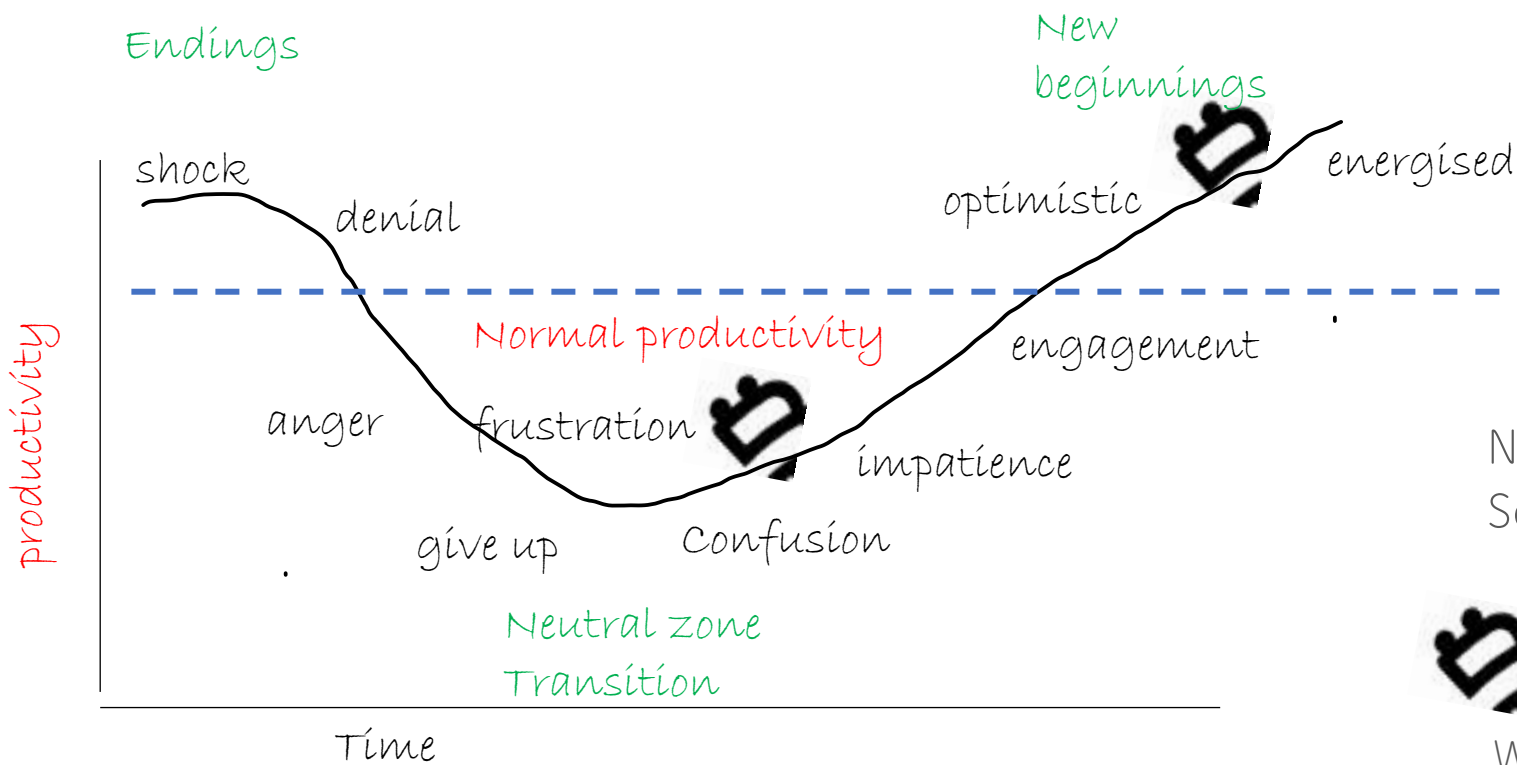
Think of all the learning and personal discovery.

What have you found out about yourself in the past few years?



Change vs Transition - It's An Inside Job

Viewing it as a series of 3 steps helps us keep empowered and moving forwards



No feeling is final, it is a process.
Seeing it as so increases trust & optimism



Where are you? Your people?



Keeping Safe Requires Trust...

Have the people around me, got my back? Or, have I got to watch my back?

To thrive through the ongoing rollercoaster of transformation, we need to feel safe and secure...

It is the people around us that provide that. Teams are the seatbelts that hold individuals safe.



Mindset Makes the Difference

What am I focusing on?

Two salespeople were sent to the same under-developed country to find out if there was a market for their shoes.

Mona reported back “No chance of any business – almost no-one wears shoes”.

Hope reported back “Brilliant opportunity – almost no-one wears shoes”.

What impact will their perspective have on their own confidence, energy and attitude to setbacks?

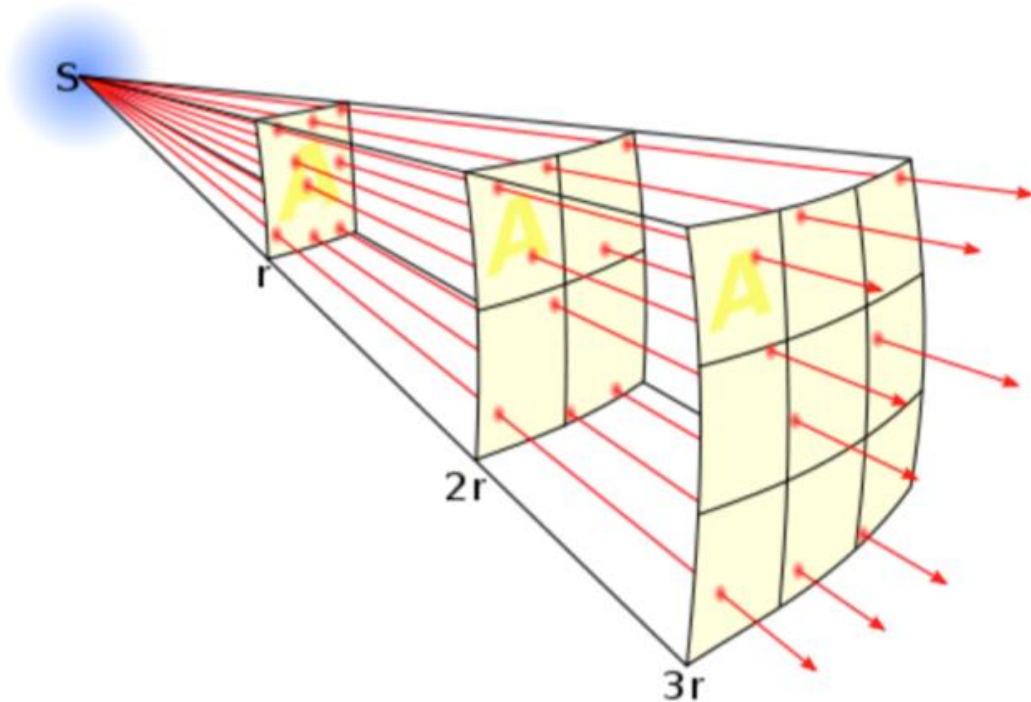
What environment will this create for those around them?

Endure vs enjoy.



Inspire With The Bigger Picture

2-up intent army leadership strategy



How the army do it:

The 2-Up Intent strategy

Knowing The Why is key to agile!

What is the strategic intention behind each task?

Sharing 'two steps up from the task' reveals information that can help people make more informed decisions in the moment.



How You Feel Tomorrow, Starts Today

Like building muscle, increasing your resilience takes time and intentionality

Keeping connected is one of the key pillars that the American Psychological Association has found underpins personal resilience. They recommend we look after these 4 pillars as they help us to withstand and learn from difficult and stressful experiences:

Connection



A sense of feeling connected to others buffers against stress. A problem shared can be a problem halved.

Is this time to reset your support networks?

Wellness



A general sense of physical health and energy to thrive. Knowing how and when to refuel during ups & downs.

Is this time to reset your wellness habits?

Healthy Thinking



A general sense of capability and mental capacity to handle the demands placed on us. Inner confidence & empowerment.

Is this time to reset your mindset/thought patterns?

Purpose



A sense of purpose creates meaning – a value from your effort. It becomes the compass to set priorities.

Is this time to reset your sense of purpose?



Easy Listen Accessible Learning

Resilience is the energy and enabler to psychological safety. How will you:

1. Keep empowered through disruption and change?
2. Use emotional intelligence to keep self-aware?
3. Maintain relationships and connections?
4. Role-model personal resilience as daily practice?



Episode 107. [Keeping Motivated When the Chips Are Down](#)



Episode 95. [Positive Impact – Your Relationships and Reputation](#)



Episode 123. [Connect With Caring Conversations](#)



Episode 86. [Building Your Personal Resilience](#)



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