



CHANGE WELLBEING AND YOU

FACULTY OF LAND AND FOOD SYSTEMS

TODAY'S SESSION WILL BEGIN SHORTLY

As you join, please take a moment to reflect.



- Close your eyes to reflect into how you are feeling
- Share **one word** in the chat which reflects how you are feeling

While we wait for others to join, please ensure your mic is muted

UBC VANCOUVER POINT GREY CAMPUS





TODAY'S ACTIVITIES

- 10:00** **Welcome - Ricky 5min**
- 10:05** **Land Acknowledgment and Online etiquette – Marianne**
- 10:07** **Poll Questions - Simon**
- 10:10** **Holistic Approach - Marianne**
- 10:15** **Mental Health Continuum - Crystal**
- 10:20** **Bridges' Transitions - Marianne**
- 10:35-10:55** **Breakout**
- 10:55-11:20** **Share back (5 mins each) (Type additional thoughts into chat)**
- 11:20** **Poll questions & Wellbeing Challenge - Marianne**
- 11:27** **Wrap up**

INTRODUCTION & SESSION ETIQUETTE



Purpose:

To share and discuss the different journeys an individual may take and the stages of transition they can encounter as they navigate change, through the lens of well-being and mental health.

Today's change theme:

Change to your work environment

Ask a question any time:

Raise your virtual hand or type the question in the message box

Technical issues:

Please share in the chat if you are having issues with sound or seeing slides

POLL

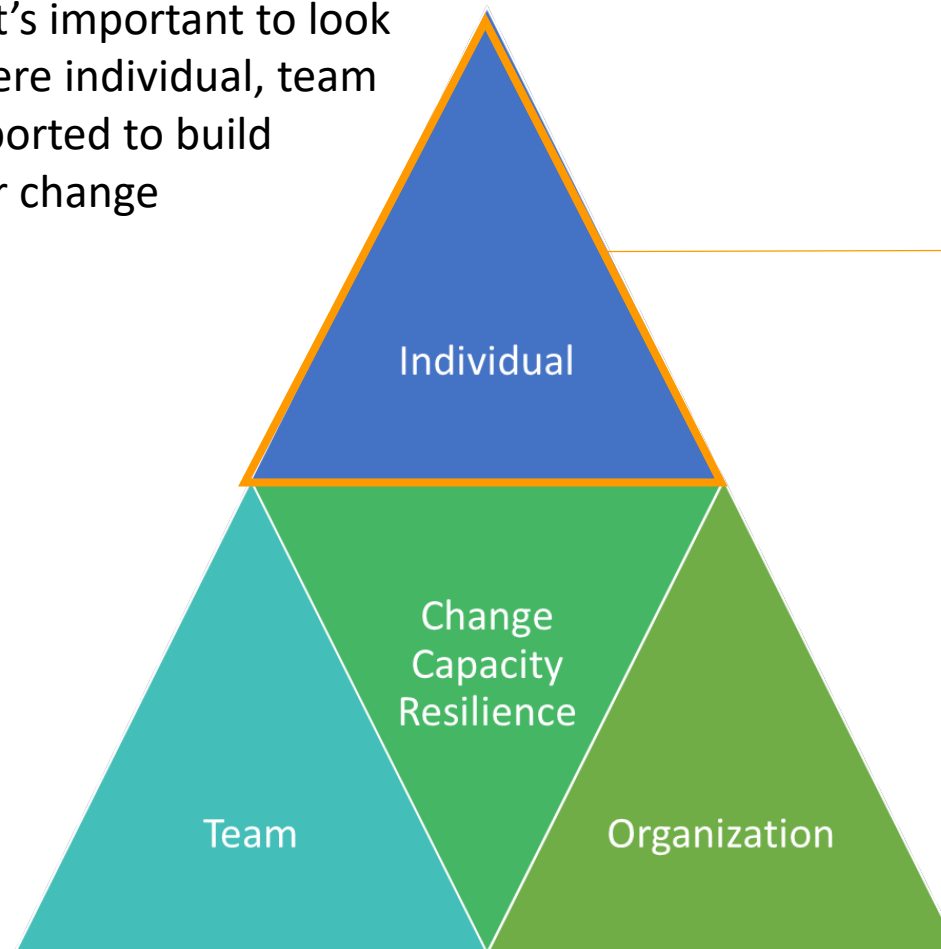


Working from home is:

- a. The best thing that has ever happened to me, I would love if this continued
- b. The worst thing that has ever happened to me, get me back to the office ASAP
- c. I'm on the fence, there are some good and bad parts
- d. I don't work from home

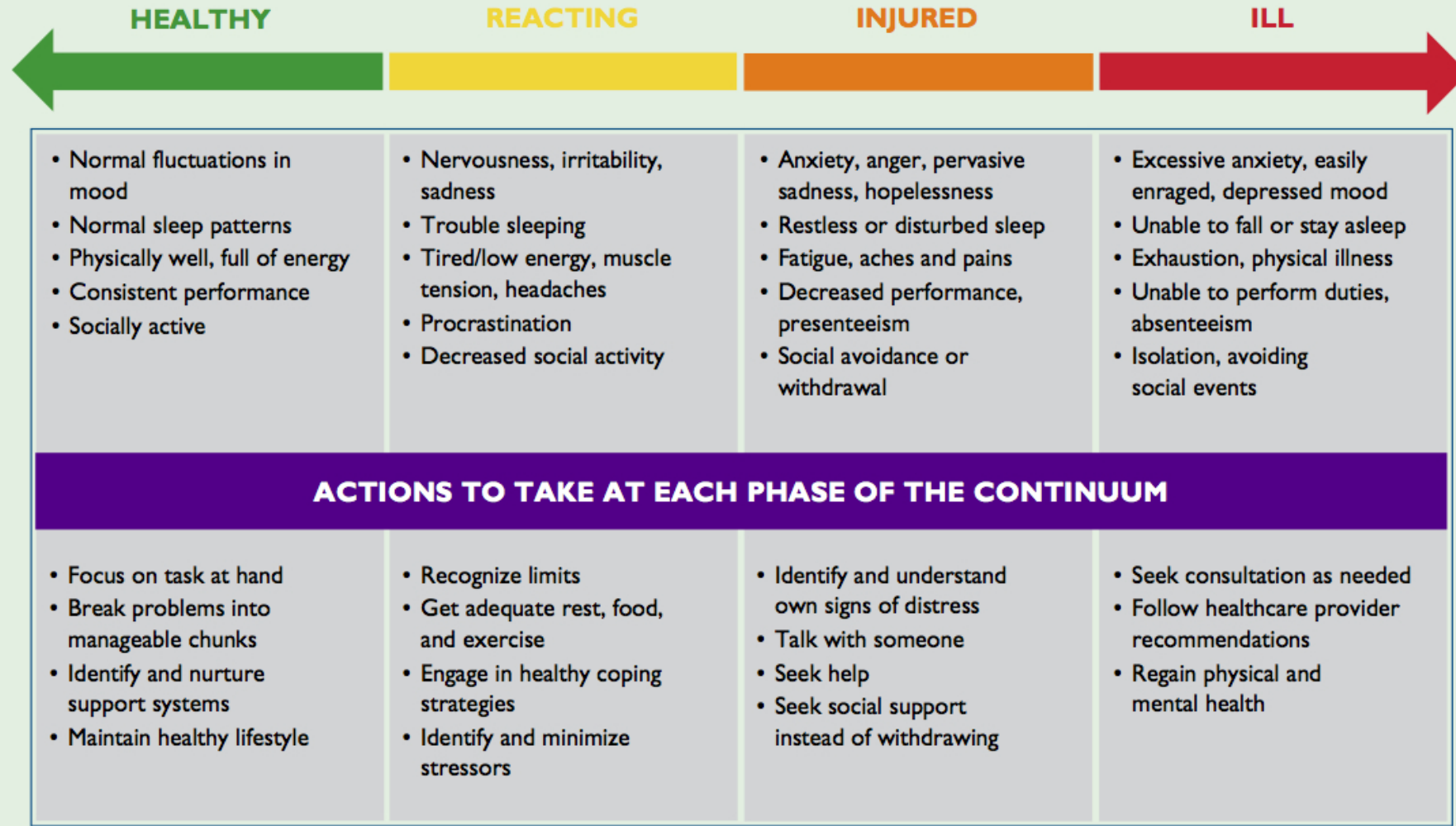
A HOLISTIC APPROACH TO CHANGE MANAGEMENT

To thrive during change, it's important to look at change holistically: where individual, team and organization are supported to build capacity and resilience for change

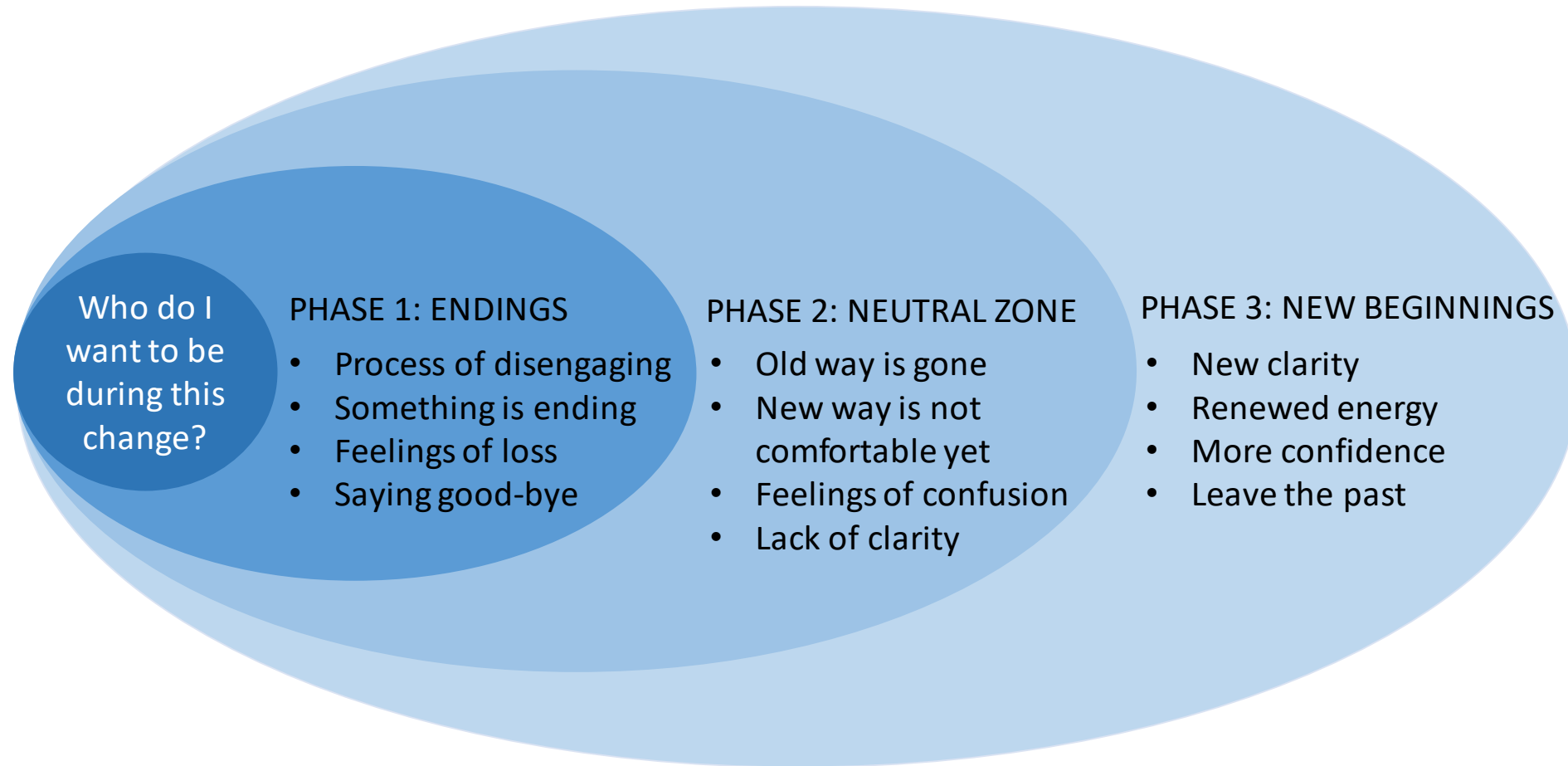


- Meaning/sense making
- Identity
- Adoption and Sustainment
- Skills development
- Measures

MENTAL HEALTH CONTINUUM MODEL



THE THREE PHASES OF INDIVIDUAL TRANSITION



Adapted from Williams Bridges' Transition Model



BREAKOUT SESSION

In a zoom breakout room, each group will reflect on questions relating to one of the three phases of transition

- In your groups introduce yourselves (who you are, what you do)
- Nominate one person to take notes and to report back to the wider group
- Think about the recent change we have made to moving to remote working. Using that change as an example, think about the questions and reflect on your experience.
- In your group, take 15 minutes to answer the questions based on your experience
- Report back to the wider group
 - A couple of key themes/things that resonated with the group (1-2 min max)



WELLBEING POLL QUESTIONS

Am I able to balance the demands in my life.

My team actively invites diverse perspectives into meaningful conversations when change is occurring.

CHANGE AND WELLBEING 20-20 CHALLENGE

Small shifts in behavior can make a difference!

- Take a brisk *physically distanced* walk
- Journal about a positive experience
- Engage in a conscious act of kindness
- Meditate
- Write down five things you're grateful for



What small shifts in your behaviour can you make to improve your overall wellbeing and help you thrive during change?



Thank you

WEBSITE  <http://www.hr.ubc.ca/organizational-change-transition/>

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