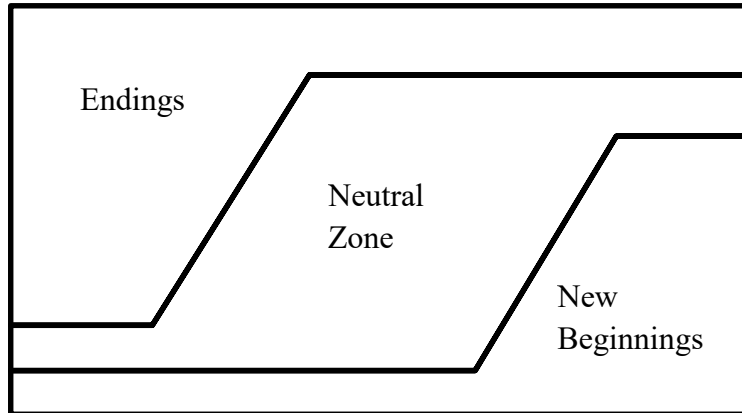


The Transition Model



ENDINGS

Endings are about losses.

7 Types of Losses:

Turf	Meaning/Purpose
Attachments	Control
Structure	Identity
Future	

Responses to Loss:

Restore	Redesign
Replace	Relinquish

NEUTRAL ZONE

This is the period during which people have let go of the old ways and have not yet fully adapted to the new. During that time people need:

Two C's:

Care	Concern
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Four P's:

Purpose:	Why are we doing this?
Picture:	What is the outcome going to be like?
Plan:	What does the path to get there look like?
Part:	What is their role in it?

Based on the material of William Bridges, author of *Surviving Corporate Transition*.