

Understanding and Managing: Transitions



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Outline

- Introduction
- Facts about transition
- Biblical examples
- Transition process/Stages
- Managing Transitions
- Conclusion

Introduction

● Exercise

What are your two highlights and challenges where you are right now? What one thing do you look forward to?

“The process or a period of changing from one state or condition to another”

- Someone said, if you refuse to change, change will change you. When change comes you have to respond to it accordingly.

Transitions

- Individual transitions
 - Changing from being a student to an apprentice
 - Changing from being a leader in the CU to being led in a placement
 - Changing from the frontal position to working from behind the scenes
 - Changing from a programmed environment to where you have to plan for yourself
 - Changes from being single to having a fiancé or from having one to having none, etc
- **Transitions in iSA Generally**
 - Staff getting used to the new apprentices.
 - The placement getting used to the new apprentice.
 - Apprentice getting used to the new environment, staffs, different programs, etc

Facts about transition

- ✓ It is inherently part of our daily life
- ✓ It has costs that accompany it
- ✓ Can be easy or complicated
- ✓ Could be short or Long Term
- ✓ Can be managed or mismanaged
- ✓ have something to teach

21st century work

- Decrease in permanent & pensionable
- Increase in short term contracts, sub-contracting and 'projects' tied to funding
- Most workers will shift company around every 5 years and may shift career path 3 times in their lifetime

Biblical examples

- Moses from leading the sheep of his father in law to taking care of the Sheep of his Heavenly Father
- Entering the Promised Land (Deut. 30:11-20)
- The handing over by Samuel – (1 Sam. 12)
- Elijah- Elisha – 2 Kings 2
- Peter changing from fishing from the lake to becoming a fisher of men
- Disciples from being with Christ each day to living with the Holy Spirit
- Paul and the Ephesian Leaders (Acts 20)
- Paul and Timothy (2 Timothy)

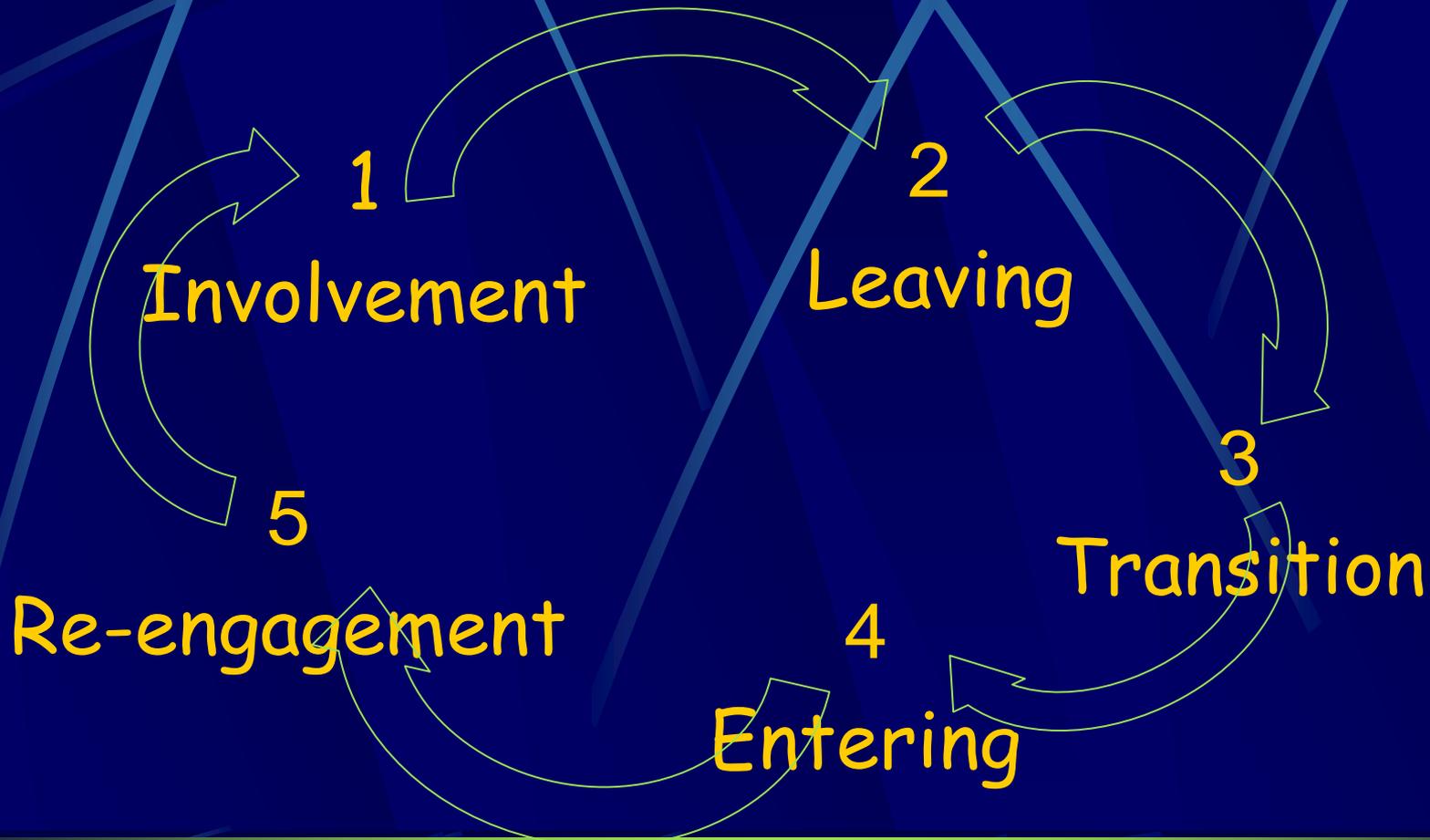
Why individuals resist change

- The individual sources of resistance to change reside in basic human characteristics such as perceptions, personalities and needs.
- As much as change comes with good things, it meets a lot of resistance from individuals. Some of the reasons include;
 - Habits
 - Security
 - Economic factors
 - Fear of the unknown
 - Selective information processing
 - Parochial self interest

Overcoming the resistance

- Understand the organization's culture and its expectations. In understanding this culture you begin to walk, talk, and live it
- Understand the mission of the organization. You need to understand and internalise the mission statement.
- Understand the ethos and expectations of the organisation.
- Participate and be involved in what is happening
- Ask where you don't understand for clarity purposes for clarity purposes
- Be dynamic and flexible in your area of work. It is only you who understands the placement.

Transition Process/stages



Transition Process/Stages

- **1. INVOLVEMENT**
 - **Commitment**
 - Belonging
 - Responsibility
 - Achievement
 - **Status**
 - Reputation
 - Position
 - Defined roles
 - **Intimacy**
 - Knowing
 - Part of "in" group
 - Sub-culture

University life

- A student with students (similar background) – mono group
- Well known collection of friends
- Programs are in place and roles defined
- No question or accounting on utilization of pocket money
- Being a leader and influencer (power to influence)
- High ambitions and expectations like doing masters immediately
- Leading from the front
- Not really very sure what iServe Africa is all about
- Maybe still a bit ambivalent about joining iServe

Process/Stages (Cont'd)

- **2. LEAVING**

- **Preparation**

- Disengaging

- Thankfulness

- **Celebration**

- Farewells & Recognition

- **Denial**

- Resentment and Guilt

Process/Stages (Cont'd)

- **3. TRANSITION**
 - **Lack of Structure**
 - Emotional instability
 - **Statuslessness**
 - Must initiate acquaintances
 - knowledge without use
 - **Anxiety**
 - "Pedestal" may cause distancing
 - Misunderstood by others

- Don't give up just hold on
- People may discourage you, you may get stuck in the mud, but just hold on to grace, for He who called you is able to keep you from falling.
- "for mourning may endure for a night but joy comes in the morning"
- Jeremiah was sent to the potters house to see what happens.
- Be productive even if things seem strange

Process/Stages (Cont'd)

- **4. ENTERING**

- **Observation**

- Superficiality

- Risk taking

- Errors in response

- **Introduction**

- Search for mentor

- Uncertainty of cultural cues

- Challenge

- **Vulnerability**

- Loss and change

- Excitement

- Putting things together
- Beginning to understand what some things are for and how to be involved. It is an entering stage
- It involves leaving the student life and entering the staff work in iServe Africa.

Process/Stages (Cont'd)

- **5. INVOLVEMENT**
 - **Commitment**
 - Belonging
 - Involvement
 - **Status**
 - Known
 - Conforming behaviour
 - Achievement
 - **Intimacy**
 - Concern for others
 - Building relationships

(Adapted from Dr. D. Pollock & Jan Stafford)

- Things are beginning to fit together and cohere and make sense (though you're still making plenty of mistakes)
- It is a period of total involvement and participation
- This is an involvement stage where the individual grows in the work.
- It is a moment for tears of both joy and disappointments, sometimes you pray and nothing seems to be working and God seems far away.
- A thorough molding stage

Managing Transitions

- Accept the reality of transition and anticipate loss
- Get educated on the new situation
- Remember that God has privileged you by offering you a year to serve Him
- Share with closest friends
- Be frank and open with the iServe staff
- Develop a positive attitude
- Keep a journal
- Know your strengths, and weaknesses
- Press on in knowing Jesus better as your life and joy, your righteousness and High Priest, the author and finisher of your faith

Conclusion

Well managed transitions results in growth that is holistic and broad, progressive and productive.

What we call the beginnings is often the end

And to make an end is to make a beginning

The end is where we start from.