



How to Thrive Through Transition

A step by step guide to successfully navigate
change in your business and personal life



Annie Page



How to Thrive through Transition

Your step by step guide to successfully navigating change in your business and personal life.



How to **Thrive through Transition**

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Preface

There is nothing permanent except change.

Heraclitus

I've always been interested in how I deal with change - over the years I've had many changes to my business and my life and always felt that although some were tough at the time they always seemed to work out for the best.

I think my enjoyment of change started early in life, I loved going to different places, meeting new people, having new experiences. Routine bored me, which had its downsides as much of life growing up has some routine to it!

And so grown up and working I found myself over a period of 13 years being made redundant 4 times and each time I moved onto a job that either paid more, had more fulfilment or more opportunities. Being made redundant

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gave me the space to re-evaluate what I was doing and what I wanted to do and going out to find it.

I decided in 2004 that I wanted to set up my own business and in October that year set up my first business which was a virtual PA service. I quickly realised that what I was able to offer was quality training to companies for their in house PA's and Administrators in leadership, communication and management skills.

This meant that I changed the perspective of the business and transitioned into a coach and trainer (becoming qualified in NLP and Coaching skills through high quality training!). After a few good years of building my training and coaching business working mostly within the public sector, 2008 hit and with it the recession.

Overnight I lost about 75% of my business, all those in the public sector stopped any training and coaching spend – just when they need it the most! Over the next few years I tried a few different things with the business, some that worked in the short term, some I now realise were ahead of their time, some that didn't work at all and some that took a long time to realise their potential. My company Essentii has the motto 'Developing the potential within' and this is as true of me and my company as it is in the work that I do with others and I went back to basics with my own company.

I took a step back and decided if I could do anything what would it be... helping businesses grow and develop in a

sustainable way was high on my list and this gave me the focus I needed to rebuild my business.

What I also realised at this time was that the company had transitioned successfully through many different changes and I wanted to understand how I had done that in order to be able to pass on my knowledge to other companies in the same position that I was in.

As well as business I have always had a passion for sport and I looked at people who had transitioned from successful sporting careers to successful 'next' careers. There are lots of examples of those who have not done so well but I wanted to model excellence and see if we had the same mindset in common, so that I had more than just my experience to work with.

So in 2013 I undertook research and interviews with people who had successfully transitioned from a sports career to their next career to understand their mindset, how they viewed change and how they managed their transition from one career to another.

The results were amazing in that these people with very different backgrounds did have in common a mindset that enjoyed the challenge of change although they did not always find it easy.

This extra information enabled me to further develop my model Point of Transition. The new model encompassed

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it and gave it more substance to become **Thrive through Transition**.

So here is the model to use whether for you, your business or just to have a different view of change and how you can **Thrive through Transition**.

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How to use this book

This is a book that wants you to be interactive.

Some of you may remember the Fighting Fantasy game books in the 1980s which was a series of books where you are the hero and have to fight various warlocks, trolls, witches etc to find out where you go next in the book to continue your adventure. Now I'm not going to ask you to fight them, but I am going to challenge your thinking and ask you to not worry about where you are going, just to enjoy the adventure before you - the chapters will take you on your journey. So do make sure you have paper and pencil ready (although no dice will be needed - this isn't about chance - it's about change!)

Is this just for me as an individual or can I use it with my team?

The great thing about this model is that it can be used in multiple ways. If you are an individual you can go through each section on your own. I would do a section at a time, give it 24 hours and then review what you did before you go onto the next part - that way any shifts in your thinking will be covered. You don't have to and can work straight through it if you want to. The section at the end will give you some time to review and reflect.

If you have a team within a business or your team is the business then you can work through it together and it can

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be done in one go. Do note that good facilitation will mean that everyone's voice is heard and there are no rights or wrongs, just opinions. I have used this model with teams and at the end of the book there is a case study when I used it with a Sports National Governing Body - the key is getting everyone involved so that everyone is responsible for the delivery and outcome of the change and how well you **Thrive through Transition.**