



subject

Transitions

date

September 2020

Activity : Managing Change

Resources :

- Large chocolate bars
- A microwave
- Non metallic bowls
- Spoons
- Moulds

Notes and Objectives :

This activity is based on the change model of unfreeze and refreeze and helps practitioners understand the process that needs to be undergone when making change that effects a team.

Split the team into groups and give them each a bar of chocolate. Ask them to describe its physical properties e.g. Solid, hard, square

Tell the team that the chocolate is the wrong shape, and ask them to quickly change its shape into a ball or other shape with access to no resources.

Leave the teams to it for a moment. Some teams might break the chocolate and force it to a different shape. After they have puzzled over this for a minute or two talk to them about what they tried to do... it will be words like

- Force
- Make do
- Impossible

Now explain to the team that change for people, just like when trying to change chocolate isn't that easy, you need more time, resources and gentle intervention to achieve that goal.

Now give the teams the Spoons, Moulds, bowl and microwave and ask them to change the shape of their chocolate.

When their chocolate Moulds are safely in the fridge ask them to describe in detail the process they had to go through...

1. Break into small pieces (when we are experiencing change we need to consider all the components that will be impacted and give each equal attention)
2. Place in a bowl (during change people need a safety net, to know that some things will remain constant so they can rely on those boundaries)
3. Place in the microwave for short bursts (change does create a little bit of heat and pressure, but making the steps to change incremental can help someone become accustomed, give them chance to ask questions)
4. Stir regularly (some components of change or people affected by change will be less willing to change, by intervening gently and encouraging everyone to work together even the most hard to turn components or people will change too.)
5. Do not allow to burn (applying too much heat and pressure for an extended period of time will cause people to rebel or components of change to break, understand the limits in your group. Better to change slowly and effectively than to change fast and break)
6. Pour into the new mould (once everyone is ready for change introduce them to the new way of working)
7. Allow to stand (people need time to acclimatise to their new surroundings and space, learn the new methods and perfect the change you require)