

November 2021



The Silent Stakeholder: Why Trauma Needs to Be Considered When Planning Change

Photo by Susan Wilkinson, Unsplash

We experience change through the distinctive lens of our personality, expectations, biases, and past experiences.

Different past experiences mean that individuals will experience the same situation differently.

If an individual has experienced a past traumatic event where high levels of fear and uncertainty were present, then that same individual is likely to be triggered when events occur in their current world that introduce fear and uncertainty.

With 61% of adults experiencing at least one **Adverse Childhood Experience (ACE)** and one in six having experienced four or more ACEs during their lifetime, we can assume with some confidence that when the fear and uncertainty of change is introduced, leaders and employees will be influenced by past events and will experience that change through their trauma lens.

This is why trauma is a key stakeholder when we are planning for change.

Click [here](#) to learn more about the steps you can take to help mitigate the impact that trauma can have on the success of your change implementation.

God Bless,
Tricia

Hybrid Work Quick Tip

Do 1:1's!

Great leaders of hybrid work teams have a pulse on their teams and see them as humans and more than just a means to an end.

Maximize your "in the office" days to stay connected personally to your team!



Speaking Engagements



"Neuroscience Hacks for Change Leaders"

Monday, November 29th, 2021

11:30 am-1:00 pm (EST)

via Zoom

Work has changed hugely. But our brains have not. Our brains are all about protecting us from threat. Those leading organizational change need to understand how the brain perceives and processes change and steps we can take to enable our brains to work best during times of uncertainty and change.

We're very excited to be sharing some of the latest neuroscience research for organizational change - what happens to the brain during change, how it perceives change and the specific tactical actions we can take as change leaders to help our clients move from a place of protecting themselves to embracing what their leaders are asking them to do.

Would love for you to join us.....no charge to you!

[Click here to register](#)

Products/Services

Want to develop your change skills **NOW** without investing a huge wad of cash or wait for the next offering of a session?

You don't need a special certification to be an effective leader of change!

You just need some of the "fundies" and off you'll go!

And we give them to you!

Don't put it off any longer! The time is now!

Change Management Fundamentals is our capstone, premiere online course that teaches the essential skills to lead and manage organizational change initiatives!

[Visit our page](#) to learn all the juicy details about everything you'll learn in this highly-rated program!

And as a **SPECIAL OFFER** to you, click [here](#) to get access to our **FREE video series** for some great tips to get you started!

Success Stories

BIG NEWS!

Manage HR magazine has named us a **Top 10 Change Management Consulting Services Company 2021!**

We're so honored to be recognized!

We look forward to continuing to help our clients realize their hopes and dreams!

Please celebrate with us!



Are You Ready to Release Real Change?

Whether you are looking to implement a large scale change, build leadership skills, strengthen team relationships or become a great change leader, Transformation Strategies is here to help!



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