

LEADING YOURSELF THROUGH CHANGE

Change as a force of nature

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Space to slow down, think, and connect



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LEADING YOURSELF THROUGH CHANGE: CHANGE AS A FORCE OF NATURE

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OUR PURPOSE...

To support you and your well-being through the transformational change shaping Adelaide University.

Today: raise awareness of the connection between change and emotions.

LEAVE WITH...

- A different or expanded perspective on how change 'should' happen and your ability to influence it.
- A couple of things you might do differently that work for you and contribute to the new university culture.





GET TO KNOW EACH OTHER

What and where is your role in your university?

How are you today, as you arrive?



HOW ARE YOU EXPERIENCING 'THE MERGER'?

Use your phone to go to **Menti.com** and enter

Code 4923 7080

Place yourself on these scales of strongly disagree to strongly agree, please:

1. I feel energised
2. I believe I can influence
3. I am optimistic for the future



TRANSFORMATIONAL CHANGE CAUSES A SENSE OF BEING DEEPLY DISTURBED



DIFFERENT SYSTEMS MEAN DIFFERENT CHANGE PROCESSES



Mechanical system



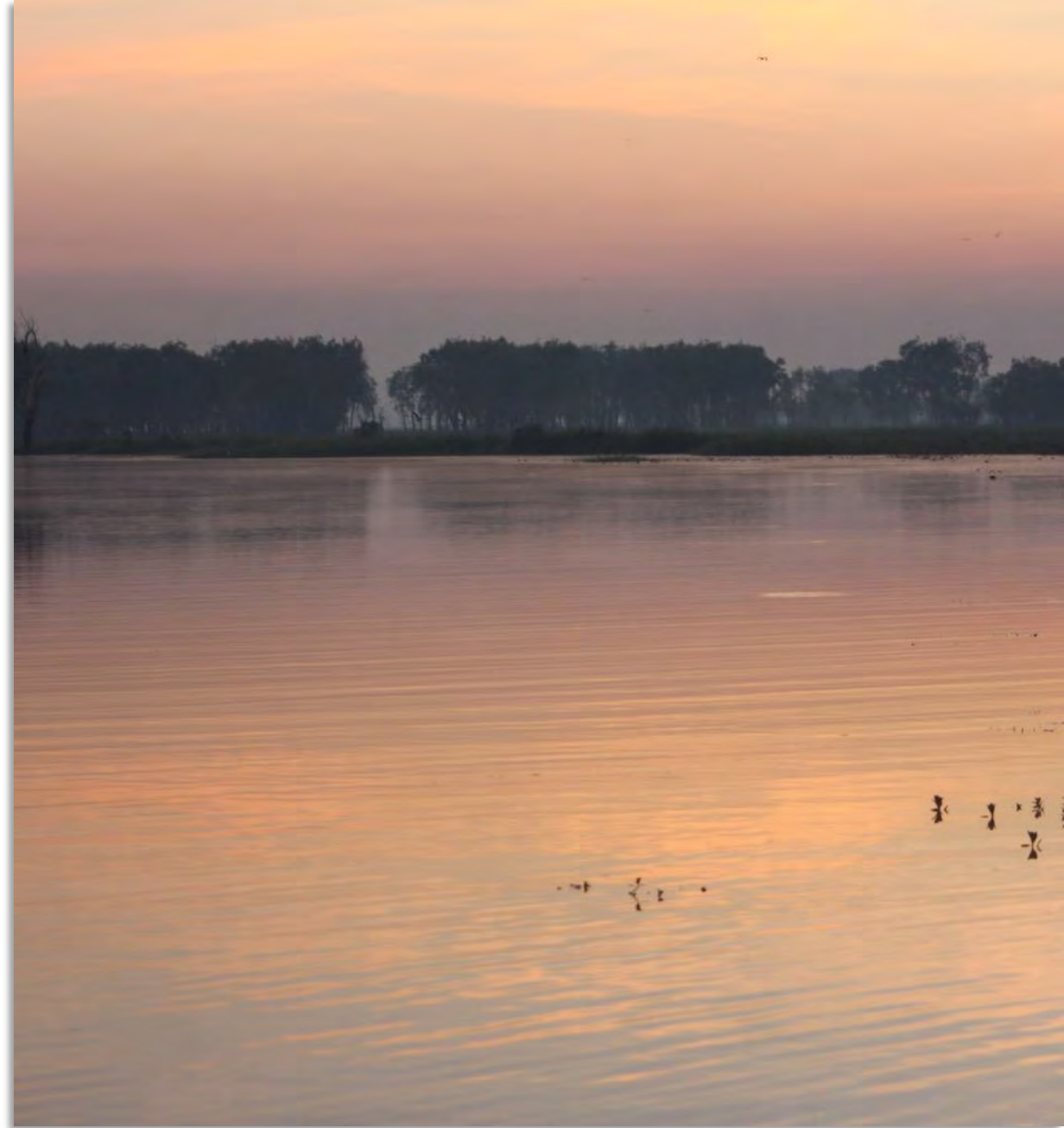
Living system

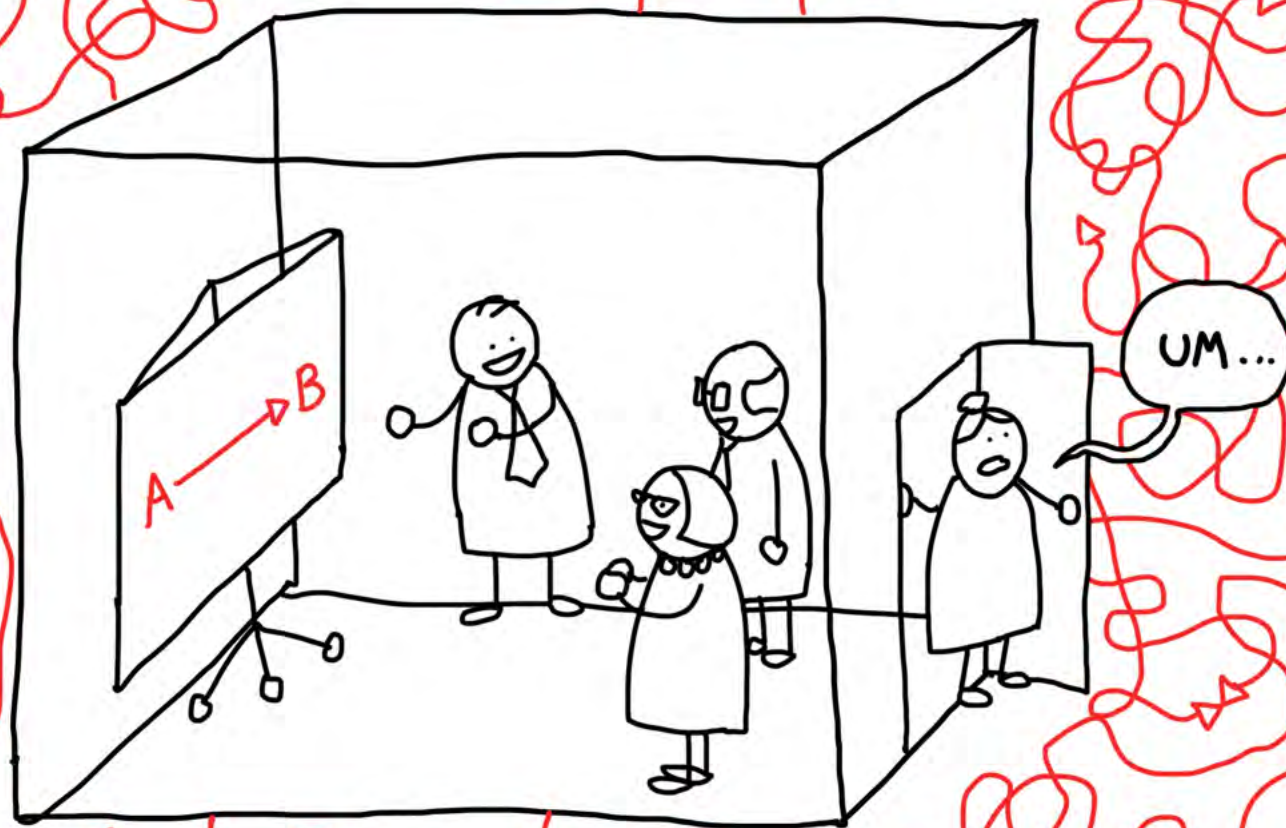


YOUR TIME TO REFLECT TOGETHER

“We all fear some loss, but what do you think you might or could gain?”

Nominate a volunteer from your group to share one highlight from your conversation.





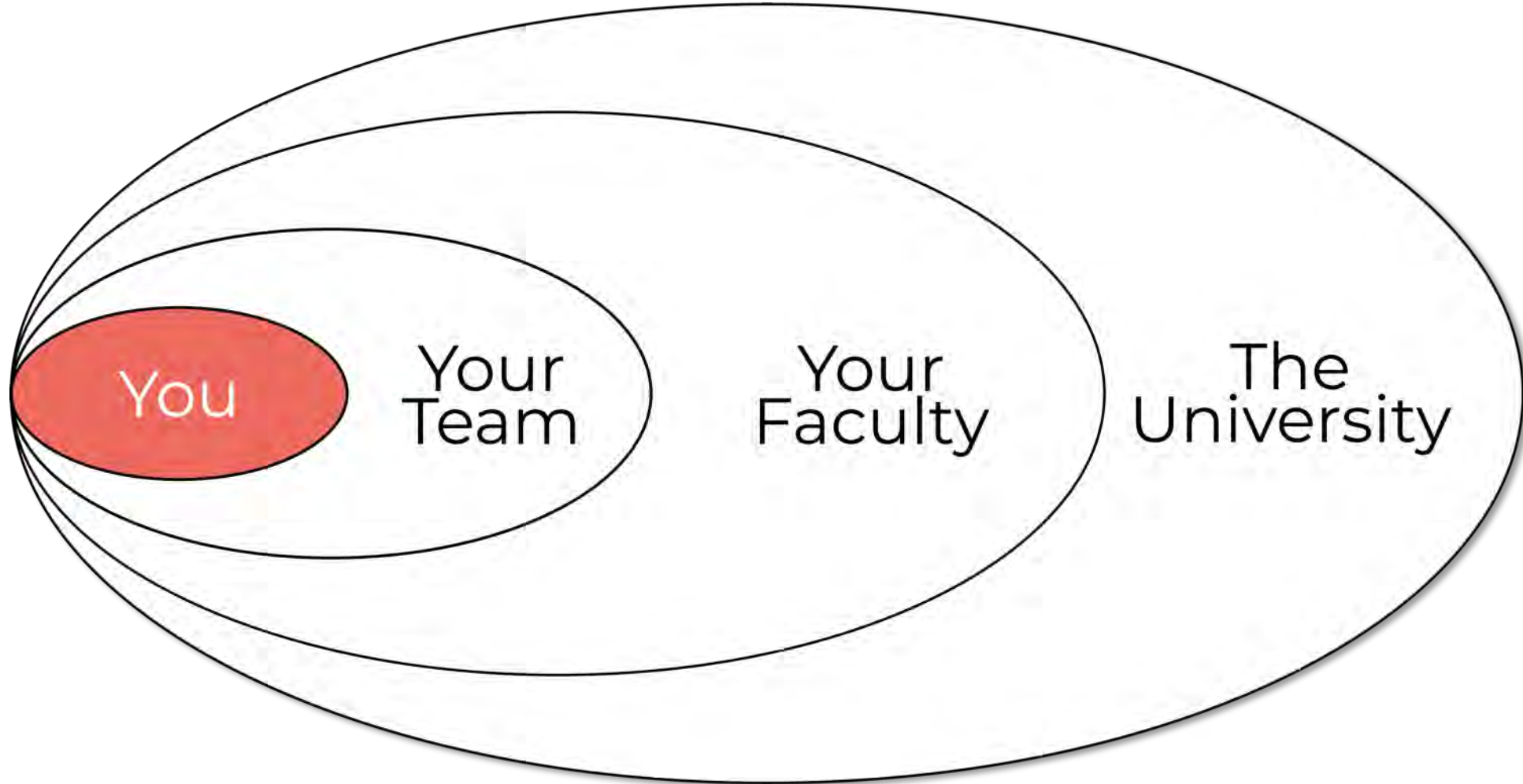


DONELLA MEADOWS

“Let’s face it, the universe is messy. It is nonlinear, turbulent and chaotic. It is dynamic. It spends its time in transient behavior on its way to somewhere else, not in mathematically neat equilibria. It self-organizes and evolves. It creates diversity, not uniformity. That’s what makes the world interesting, that’s what makes it beautiful, and that’s what makes it work.”



YOU ARE A PART OF THE SYSTEM – NOT SEPARATE

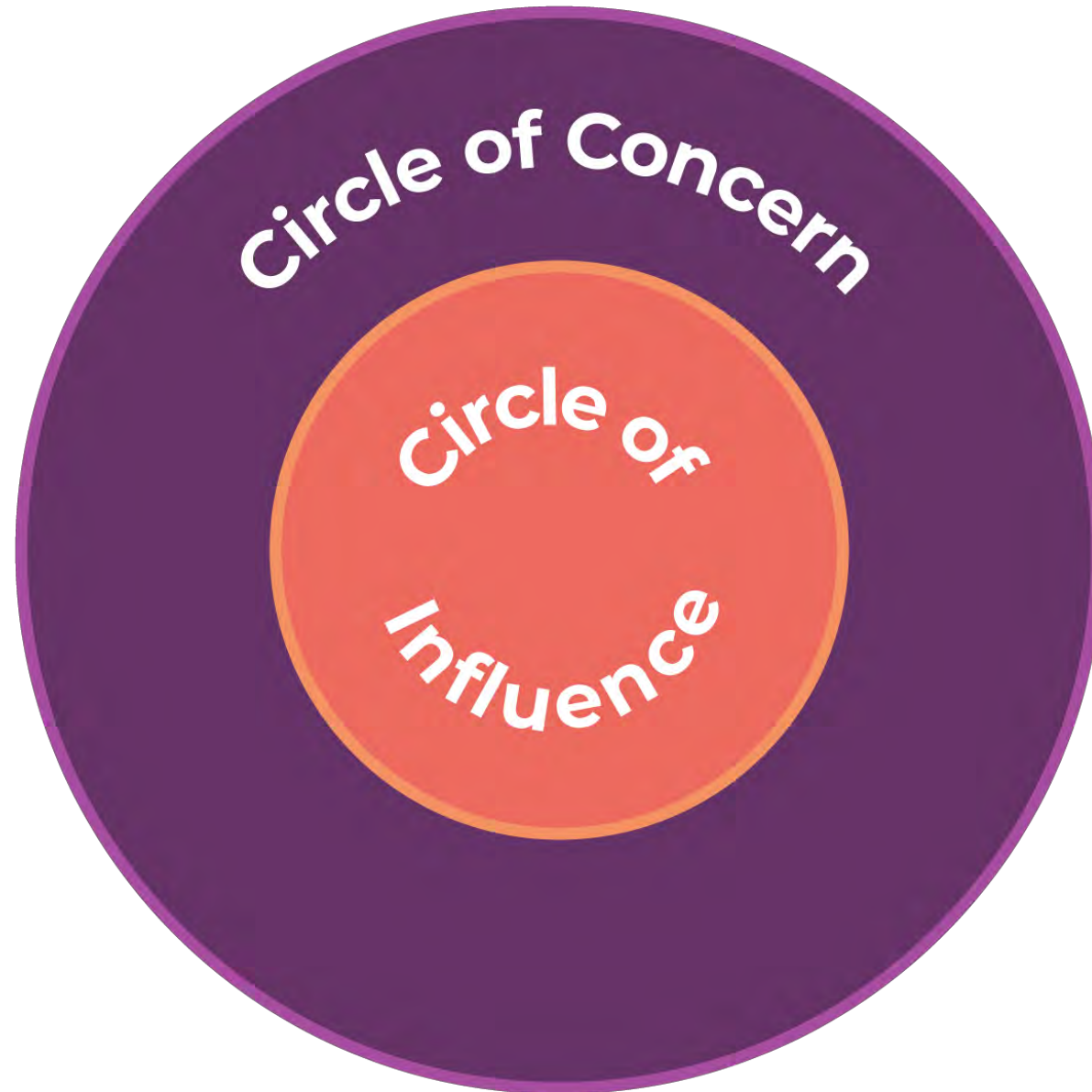


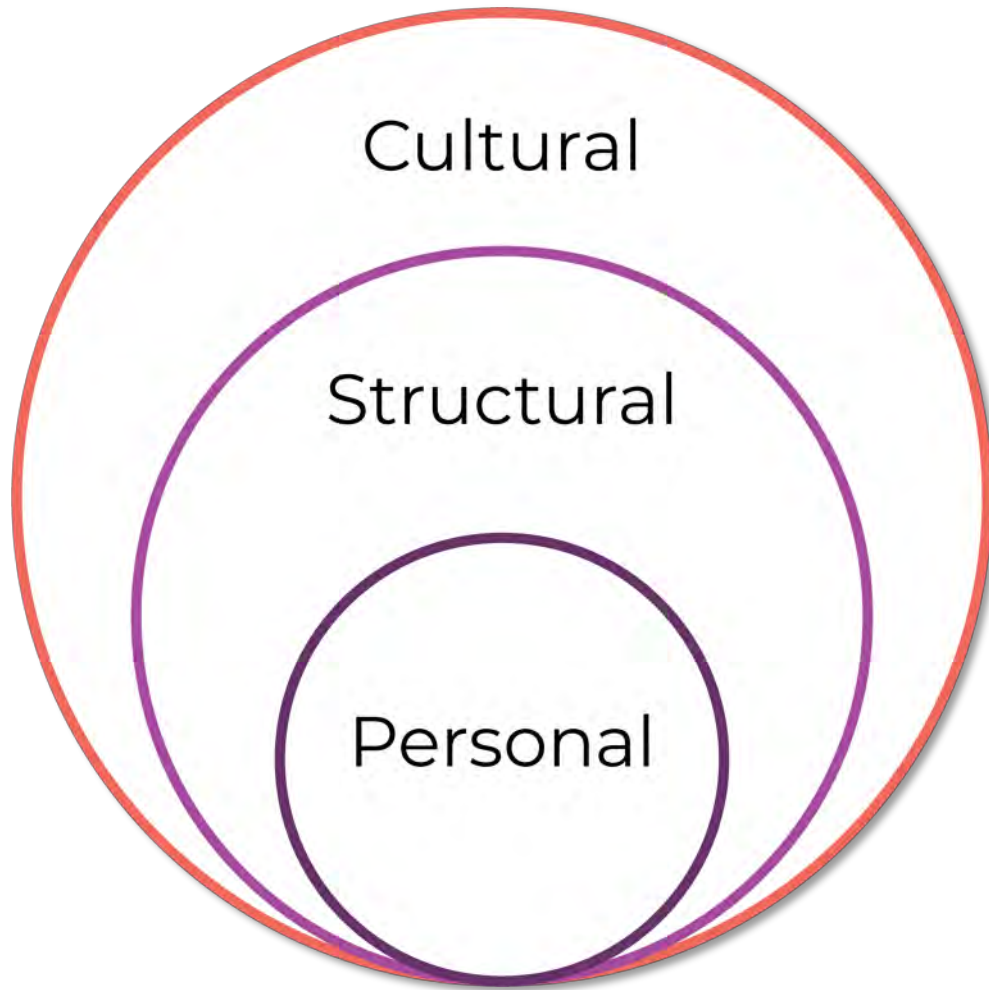


UNPLANNED, 'EMERGENT' CHANGE

- You are a part of the 'system', not separate from it.
- So, you are always influencing – the changes you make matter.
- You can be still be intentional.
- Small changes can have big impacts.



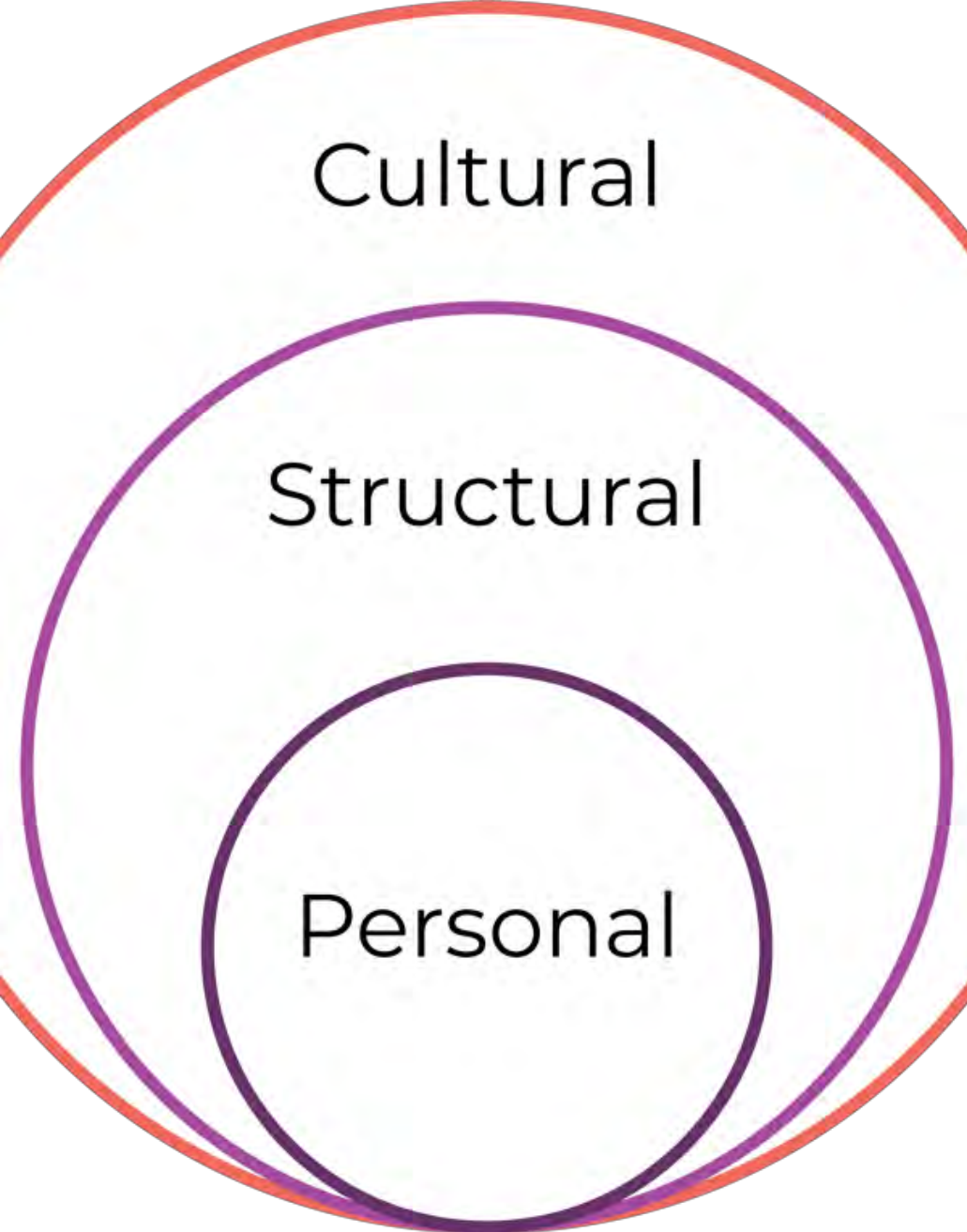




3 PLACES YOU CAN INFLUENCE

- The shared stories and beliefs – culture (out of which new structures emerge)
- Structures within the system that emerge from the culture
- Your beliefs, values, stories, decisions and relationships with others





WHERE/WHAT COULD YOU INFLUENCE?

That's means you can influence at least your response and, subsequently, the emergent culture, doesn't it?

You may not feel you have much say about many larger structures. But there are likely to be opportunities in your teams to create new team structures like how often you meet, new ways of doing the 'old work'.

We can influence ourselves.





PERSONAL REFLECTION

Think of a time when you have made a significant difference that was important to you.

- When did it happen?
- What did you do?
- What was the result?
- How did it feel?

When you have this in mind, please raise your hand.





KEY MESSAGES TODAY

- Change evokes a variety of emotions
- Due to the nature of change, the fear of loss and uncertainty.
- You are a part of the 'system' and constantly influencing.
- Your perspective is valuable.
- You can focus on all three areas for systemic change.
- Adapting with others will also improve your wellbeing.
- What you choose to do matters.



**WHAT ARE YOU
TAKING AWAY
TODAY?**





FEEDBACK SURVEY

We greatly appreciate your feedback about today and thoughts about what you'd like to include in the next session, "Grounded Optimism".





STAY IN TOUCH

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