

**Managing change and transition *with* Caroline Talbott
(author of *Essential Career Transition Coaching Skills*)**

Speaker: Caroline Talbott

“It isn’t the changes that do you in.....it’s the transitions.” William Bridges

Change is external - new job, organisation, IT..... Transition is internal – our thoughts and feelings about those changes and the impact on us.

Changes is disruptive for individuals and organisations regardless of whether it is viewed as positive or negative. My work is based on over 35 years experience of change and transition, good, bad and ugly! Logically we know that people don’t change instantly and just because they are told to - and change always involves loss and confusion as well as (potential) benefits. Come along to learn and try out approaches which can help you and those you live and work with adapt to change less painfully.

By the end of this session you will be able to:

- Explain the psychological effect of change and transition
- Recognise when and how transition is impacting
- Develop and use some strategies to anticipate and deal with positive and negative emotions
- Maybe even have a transformational learning moment when suddenly it all makes sense! One of those when nothing’s different but everything has changed.....

Speaker bio:

Caroline Talbott has worked with people in 18 countries across Europe, Asia Pacific, Africa and the US. She coaches and develops managers and others in positions of leadership. She is author of the new book *‘Essential Career Transition Coaching skills’*.

She worked for British Telecom for 29 years, setting up her own business in 2008. She works with public, private and not for profit organisation and trains, speaks and writes widely on the subjects of leadership, coaching and managing change.