



Invite • Welcome • Connect<sup>®</sup>

Are you ready?

Rev. Matt Holcombe  
Summit 2018 Sewanee, TN

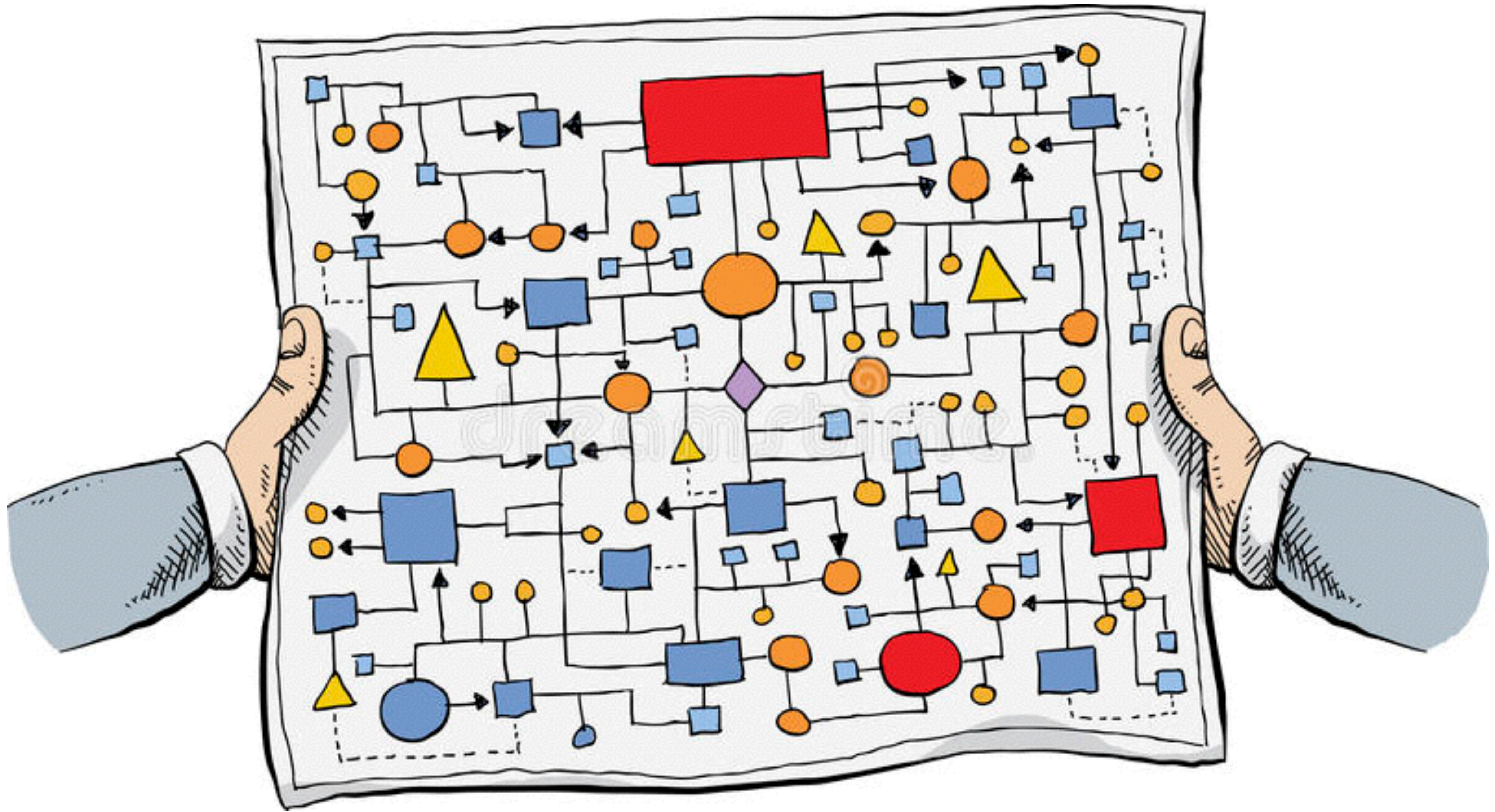
*To Bless the Space Between Us*  
John O'Donohue  
**For a new beginning ...**



Are you ready?









Before everything else, getting ready  
is the secret to success.

Henry Ford



People do want change they just  
don't want the loss associated with  
change.

Bishop Robert Wright



Therefore you must be ready for the  
Son of Man is coming at an hour  
you do not expect.

Matthew 24:44



Therefore you must be ready for the  
Son of Man is coming at an hour  
you do not expect.

Matthew 24:44





Bridges' Transition Model  
Mastery Model  
Responses to Change  
Paradoxes of Change  
Ready, Request, & Response



# Bridges' Transition Model

## *Managing Transitions*



# Bridges' Transition Model

***Focus on transition ... not change.***



# Bridges' Transition Model

*Focus on transition ... not change.*

## **3 Stages**

1. Ending, Losing, and Letting Go.
2. The Neutral Zone.
3. The New Beginning



# Bridges' Transition Model

## I. Ending, Losing, and Letting Go.

- Fear
- Denial
- Anger
- Sadness
- Disorientation
- Frustration
- Uncertainty
- A sense of loss

To help move through ...

Allow time

Listen empathetically

Communicate openly





# Bridges' Transition Model

## 2. The Neutral Zone.

- Resentment toward the change
- Anxiety about status or identity
- Skepticism about the change

Those impacted by  
the change...

Confused

Uncertain

Impatient



# Bridges' Transition Model

## 2. The Neutral Zone.

- Resentment toward the change
- Anxiety about status or identity
- Skepticism about the change

Those impacted by  
the change...

Confused

Uncertain

Impatient

**Silver Lining:**

Creativity

Innovation

Renewal



# Bridges' Transition Model

## 3. The New Beginning

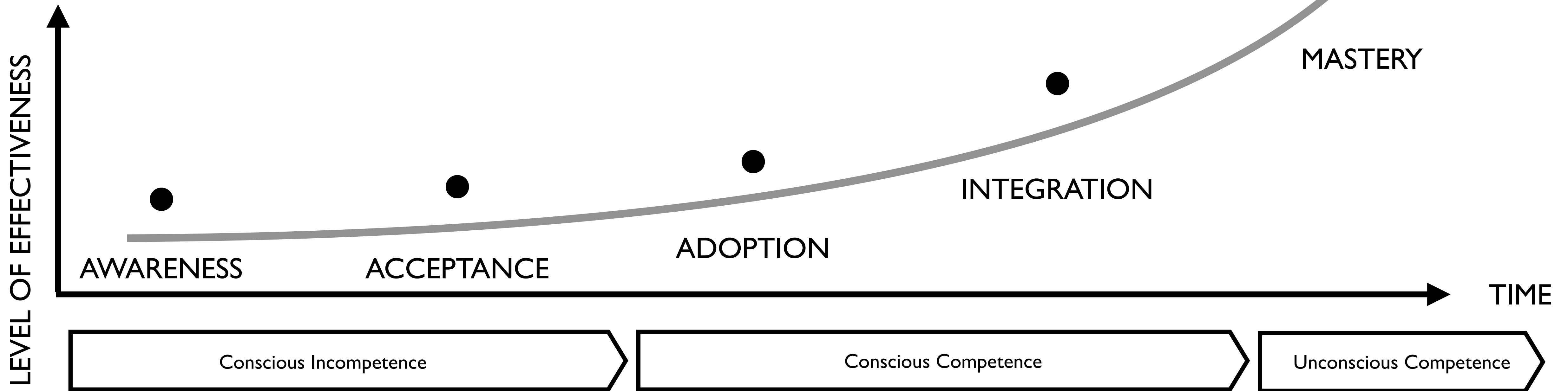
- Begin to embrace the change
- New skills to adapt to change
- High Energy
- Openness to learning



# The Mastery Model



# The Mastery Model



## AWARENESS

Understand that a change is likely.  
Has insight about self in relationship to the change.

## ACCEPTANCE

Engages in the new role or change.  
Commits to shifting mindsets and behaviors because of the change.

## ADOPTION

Actively engages in the new change mind sets, behaviors.  
Acquires or develops the capabilities to perform in the change.

## INTEGRATION

Blends the mindsets behaviors and capabilities in order to make the new performance “natural”.  
Links change to existing processes.

## MASTERY

Continues to develop the capacity to make changes.  
Applies new learnings in new and different contexts.



# Response to Change



# Response to Change

Denial

Resistance

Confusion

Release


Envisioning

Enactment


Commitment


# Paradoxes of Change

# Paradoxes of Change

To go forward  You must look back

**To go fast  Initially, you must slow down**

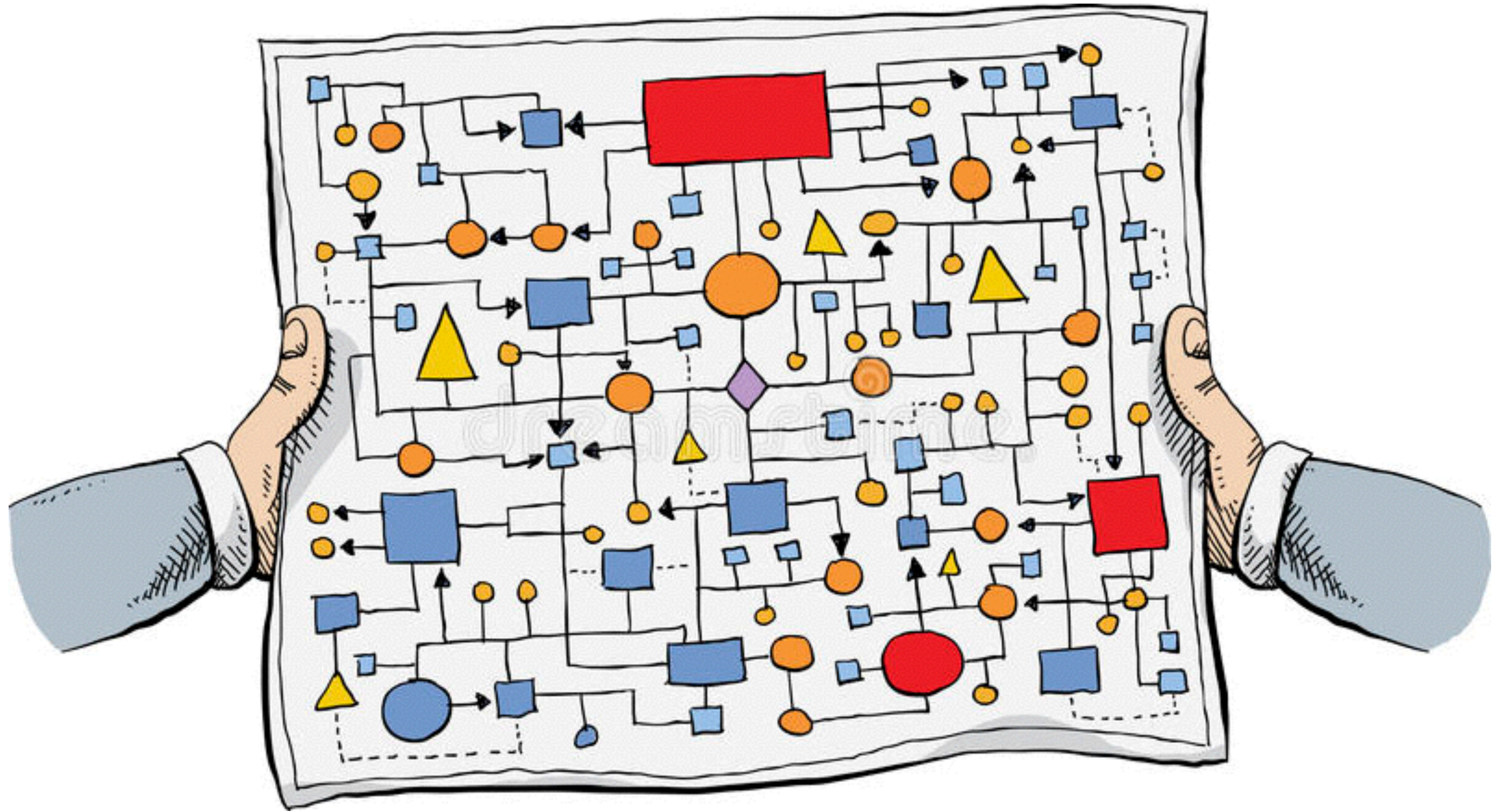
To succeed, you must facilitate a culture of change  Change exacerbates internal anxiety, confusion, and conflict.

**Conflict is essential in innovation and creativity  Conflict can destroy or paralyze change efforts**

Change must include diverse perspectives  The more diverse the perspectives the greater potential for gridlock

**Building trust is essential  Change undermines trust**







# Ready Request Response



Where does change happen in the church?



Who are change agents?



1	2
3	4



I. What is one thing you want to change?  
(church or diocese)





2. Why does it need to change?



# 3. Who needs to change?



4. What tools do you have to make the change happen?



# Ready Request Response



~~Ready~~  
Request  
Response





Ready  
Request  
Response



Mental Emotional Physical Spiritual



How do you get others ready?

We the willing led by the unknown have done the  
impossible with the ungrateful.

We have done so much for so long with so little,  
we are now qualified to do anything with nothing.

Anonymous





Invite • Welcome • Connect<sup>®</sup>

Are you ready?

Rev. Matt Holcombe  
Summit 2018 Sewanee, TN