

CAUCE 2010
Creativity & Change in the
Mature CE Career

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Introductory Comments

Opening a conversation on an important topic frequently avoided in the workplace

- ✿ This session is about you and your organization, but today's emphasis will be on you
- ✿ Choose your own level of disclosure




Where does Creativity fit in?

- ✿ Creativity is the process of bringing something new into being
- ✿ Creativity is a natural extension of our enthusiasm, a partner in all changes we choose
- ✿ Creativity begins “in darkness”
- ✿ It requires breaking out of established patterns in order to look at things in a new way



Touchstone Questions

- ✿ How can I support, develop and actualize the best of who I am while transforming and/or completing my professional CE career?
- ✿ What do I risk by NOT engaging key issues of personal change and transition in my organizational context?



Thinking Change

- ✿ What aspects of my current life and career am I wanting to change?
- ✿ What do I want more of?
- ✿ What do I want less of?
- ✿ What might be required of me in order to make such changes happen?



CHANGE

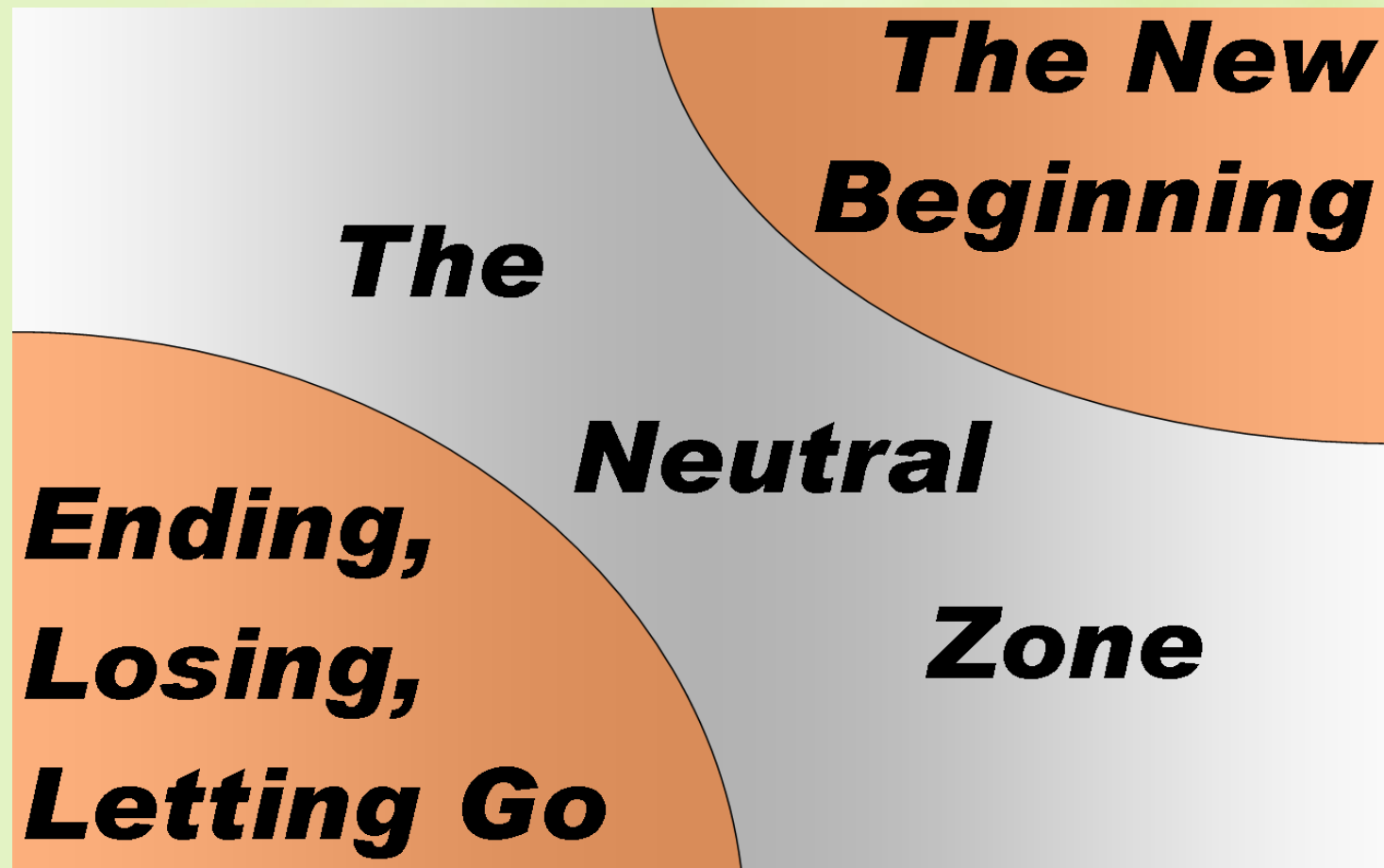
- ✿ We talk about change all the time, but how well do we understand our own particular relationship to it?
- ✿ How is change different from transition?
I don't mind death, I just don't want to be there when it happens. Woody Allen



Change vs Transition

- ✿ Change = the event itself – marriage, divorce, becoming a parent, new job, serious illness
- ✿ Transition = the internal process of coming to terms with change, letting go of how things used to be
- ✿ Recall a significant change in the past

Bridges 3-Stage Model of Transition

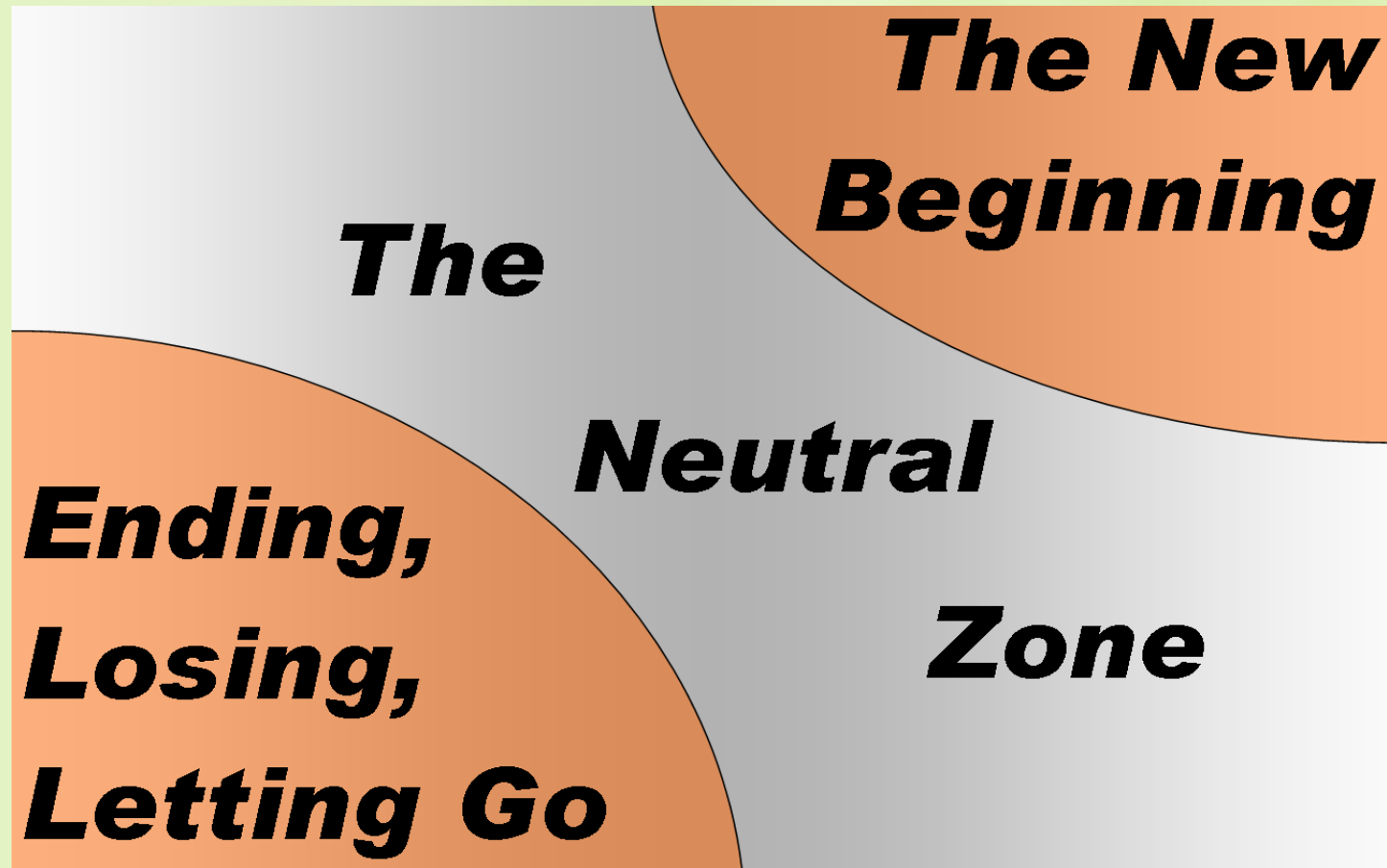




Bridges Model

- ✿ Getting through transition is never easy. It starts with letting go of the inner connections you have with the way things were.
- ✿ One question that always helps...
“What is it time for me to let go of?”


Each stage is uncomfortable
in its own way...





Changes & the Workplace

- ✿ What impact might the truthful communication of your own career transition process have on others?
- ✿ How could colleagues potentially understand or misunderstand your goals and intentions?
- ✿ What are potential risks and benefits?



Organizational and Talent Management Issues

Our individual retirement choices and strategies are part of a significant demographic sea change...

Older workers:
likely to work longer; possess significant skills and knowledge; have the capacity to block or facilitate the career development of younger colleagues



Concluding Discussion

“Change always
comes bearing gifts.”

Price Pritchett



Thank you for attending

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