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# Managing the Human Side of Change

Canadian Laboratory  
Consortiums – Project  
Management Conference

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Setting the Stage for Engaged Discussion

# Go to [menti.com](https://menti.com) or scan the QR code

Menti Code:

QR Code:



## Session Outline

- Welcome & Context (1 minute)
- Framing the Problem (2 minutes)
- Interactive Scenario: Risk Identification (2 minutes)
- Strategy Spotlight: Solutions in Action (3 minutes)
- Takeaway Reflection (2 minutes)



## SECTION 1

What word comes to mind when you hear  
“change management”?



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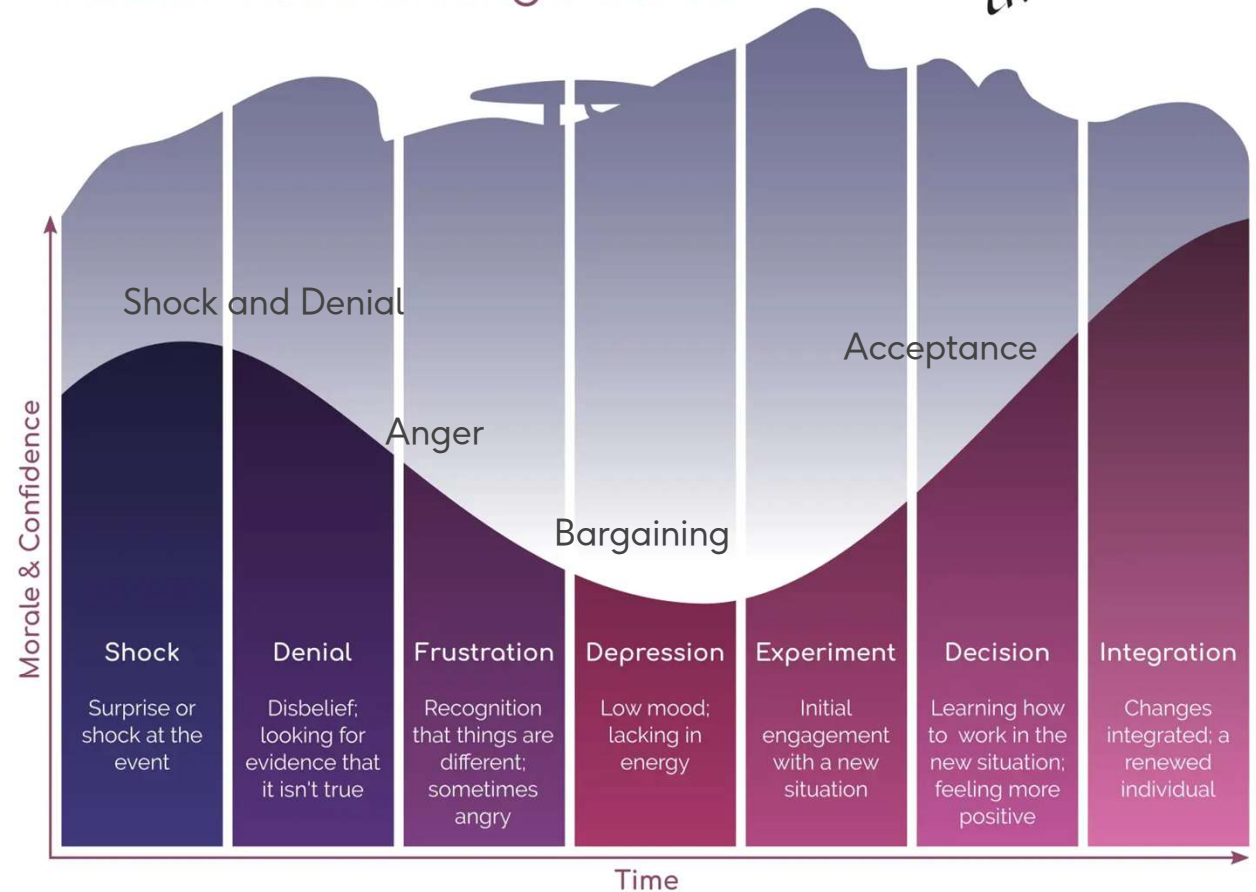




People will  
move through  
different  
cycles of  
accepting  
change

## Kübler-Ross Change Curve<sup>®</sup>

Elisabeth Kübler-Ross  
FOUNDATION



## SECTION 2

# Understanding psychosocial risks.

- Organizational Culture
- Psychological and Social Support
- Clear Leadership and & Expectations
- Civility & Respect
- Psychological Demands
- Growth & Development
- Recognition & Reward
- Involvement & Influence
- Workload Management
- Engagement
- Balance
- Psychological Protection
- Protection of Physical Safety

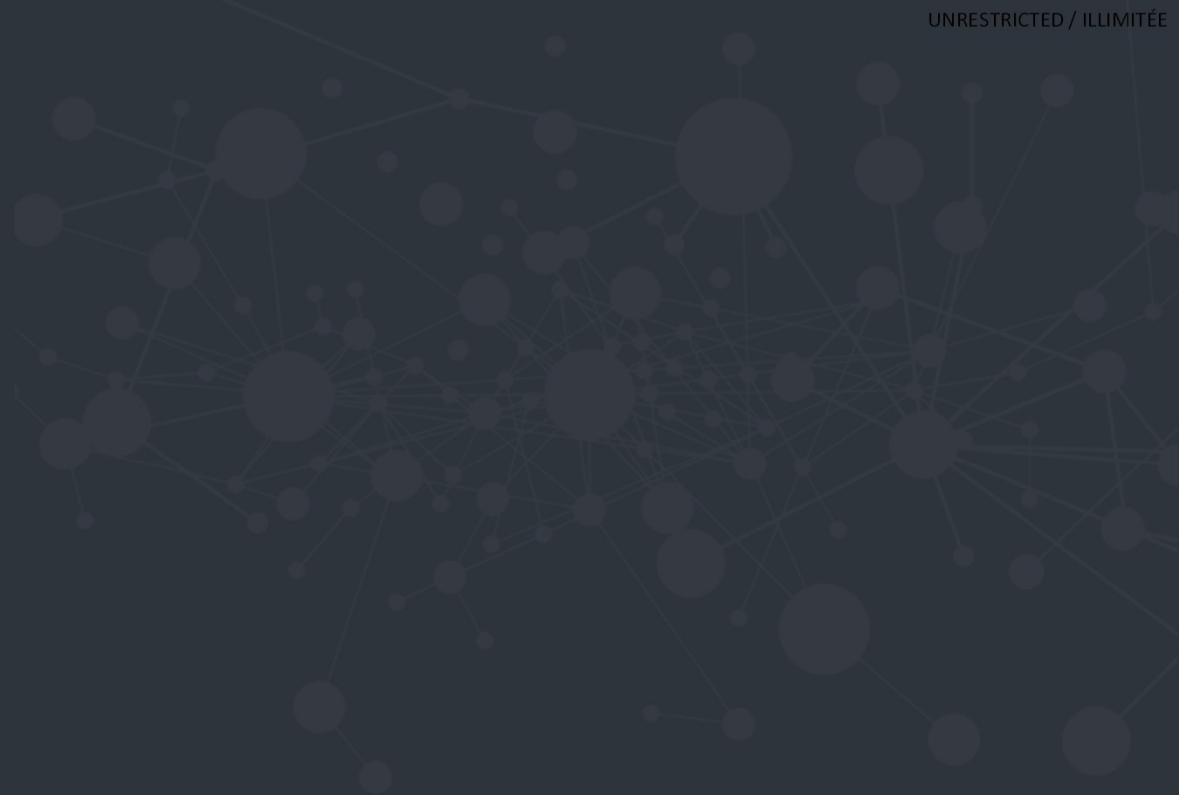


SCENARIO

**You're leading a major tech system change. Your team expresses frustration and withdrawal. What might be causing this?**







Rank the following strategies by their potential impact in managing those psychosocial risks.



Transparent  
communication



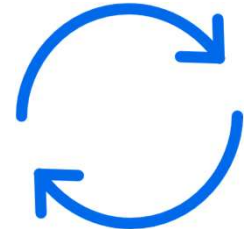
Early  
Stakeholder  
Engagement



Mental  
Health  
Resources



Change  
Ambassadors



Continuous  
Feedback  
Loops



# What is one action you will take to address the human side of change in your next project?

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