The Transition Model

ENDINGS
Endings are about losses.

7 Types of Losses:
- Turf: Meaning/Purpose
- Attachments: Control
- Structure: Identity
- Future:

Responses to Loss:
- Restore
- Redesign
- Replace
- Relinquish

NEUTRAL ZONE
This is the period during which people have let go of the old ways and have not yet fully adapted to the new. During that time people need:

Two C’s:
- Care
- Concern

Four P’s:
- Purpose: Why are we doing this?
- Picture: What is the outcome going to be like?
- Plan: What does the path to get there look like?
- Part: What is their role in it?

Based on the material of William Bridges, author of *Surviving Corporate Transition.*