

Change Management

There are as many ways to cope with change as there are changes to be coped with.

Many consultants approach the tasks of change management using terminology associated with grieving. This seven stage model, incorporating Shock, Denial, Bargaining, Guilt, Anger, Depression, Acceptance and Hope is often used to move communities and organisations along a process to see change as inevitable, and manageable.

We too believe that change is inevitable and that it often presents us with opportunities for positive development. We continue to work to develop our own terminology that expresses this subtle distinction, and gives people and organisations the tools to plan for change, rather than simply react positively to it.

Much of our thinking is based around talking therapies, like cognitive behaviour therapy, which we believe can be applied to organisation and community transformation as well as personal transformation, by combining techniques with those of theatre and drama.

We often use a model of change described by stages of pre-contemplation, contemplation, preparation and planning, and Action (with contingency made for relapse). We use this conceptual thinking when devising and delivering change management to individuals and organisations. Attendance and participation in theatre creates a unique setting for collaborative problem solving. It encourages a deep and profound commitment to envisaging the real world impact of change, and creates a space in which people can rehearse the changes and strategies that they will enact.