



Academic Year 2019-2020

Syllabus

Transition Management: the People Side of Change

Course Description

The Transition Management course includes the *Endings and Beginnings Session* workshop and a Follow Up *Group Coaching Session*. The course is based on the William Bridges (Managing Transition) model which considers the Transition as a strategic (and inevitable) phase in every change management situation. For 3rd year's students the completion of their GG B.A. is going to be an important change they will have to manage, the first of many changes they will go through in their personal and professional lives. Being capable of managing these changes instead of being caught in the tide of events can be a great asset to them, now and in the future. Students will be presented the fundamentals of the Transition model and will be led through some individual and group exercises to experience what managing a transition with a structured and comprehensive approach means, and the significant role that the emotional and inner dimensions play in this approach. During the different phases of the workshop a new method and the relevant tools will be introduced, which will help the students to see under a different perspective the human and educational path they have walked during the 3 years of the BA, to handle what they will have to leave behind and identify what for each of them will be the new beginning at the end of their GG B.A. This method and their new soft skills will be a precious tool kit for them to be able to effectively deal with future change situations. During the workshop the students will learn the basic skills of a "Coaching Approach", which will enable them to support each other while they are dealing with their transition paths. The students will then practice their Coaching Approach ability in the Group Coaching Session.

The programme aims at providing the Students with increasing levels of awareness and the tools to:

- Understand that Change and Transition are two phases which are connected but different, and that, while we can risk having a passive role in Change (desired or unwanted), we need to have an active role in Transition.
- Consider Transition as a journey where the real "Endings" are mindfully recognized and the "new Beginnings" are constructively defined
- Learn how to recognize emotions as important elements in the Transition journey
- Develop the soft skills necessary to manage their Transitions at their best
- Acquire the basic of a "Coaching Approach"

At the end of the course, participants will:

- Understand how we work as human beings when we are dealing with a change
- Know the three phases of the Transition and be able to verify where they are, in what phase of their Transition
- Be aware of how important it is to consider your emotions and your "human side" in managing a transition, in order to make the right choice and obtain the desired results
- Have the tools and skills to define and identify their real Endings brought by the inevitable change (in this case the completion of their GG/B.A.) and to approach their possible new Beginnings
- Be familiar with a method which will enable them to manage their present and future changes and transitions
- Experience a Coaching Approach to the Transition Management

Teaching Method and Facilitators

- 4-hour E&B Session: this workshop will be mostly experiential, alternating the facilitators' interventions to introduce the concepts and the participants' discussions and exercises, both in plenary and in sub-groups, to decline the theory into real life and personal experience.
- 2-hr Group Coaching Session (Follow Up): this session will be conducted following the group coaching methodology, to recall and review the outcomes of the E&B session, verify the action plans and the mutual support participants can provide.

Trainers & Facilitators:

Gianmarco Machiorlatti – ICF Professional Certified Coach and Facilitator

Cristina Bruni – Program Coordinator and Facilitator

Schedule of Topics

E&B Session	Change vs Transition; How we react to Change, how we can manage Transition (as an individual, as a group); The William Bridges Model; The Coaching Approach in the Transition Journey
Group Coaching Session (Follow Up)	Review of the Outcomes of the E&B Session; Action Plan; Mutual support to Transition in a group sharing a change situation

Textbook and Materials

The facilitators will distribute the presentation and the handouts used during the workshop.