

Navigating change



Change in the workplace affects us as both individuals and teams. Use this Navigating Change [eLearning package](#) to support you to process and understand the impact of a change on yourself.

When teams pull together to embrace change, the transition can become smoother and our teams can become more resilient. Below are some tips to help you navigate change as a team.

Talk

Create space and time for open conversations. Share information about the change and give people the opportunity to voice their concerns and feelings.

Make sure to validate each other's emotions. Don't forget that while you might be excited about changes, others might be worried or uncertain.



Communicate

Make sure the team shares regular updates and creates time for questions and discussions. Use meetings, emails and display boards so that everyone feels involved and informed.

Make sure you create a safe space for everyone to offer feedback. This will help the team to make improvements and adjust plans as needed.



Unite

Get behind a united purpose as a team.

A well-defined vision for change can provide direction and motivation. As a team, take time to think about why the change is happening and what the desired outcomes are.

This will allow all team members to understand their role in the change.



Support

Be patient with your colleagues as everyone adjusts to the 'new normal'. Everyone will get there at their own pace. Reach out to offer a listening ear or support one another to raise concerns.

Some team members might be more resistant to changes, so it is important that we take time to understand why. Every team member needs to acknowledge this and show respect for differing viewpoints.



Experiment

Be open to sharing new ideas and experimenting with new ways of working. This will help to cultivate a mindset of continuous improvement and hopefully support those who perhaps are feeling a bit more uncertain about the changes.

Remember, no idea is a silly idea!



Celebrate

As a team, take time to recognise achievements and input. These might be small, but by recognising them, team members can motivate one another and boost team morale.

Share these successes more widely too, it is important that Team UHD celebrates together. Email communications@uhd.nhs.uk to tell us about your achievements.

