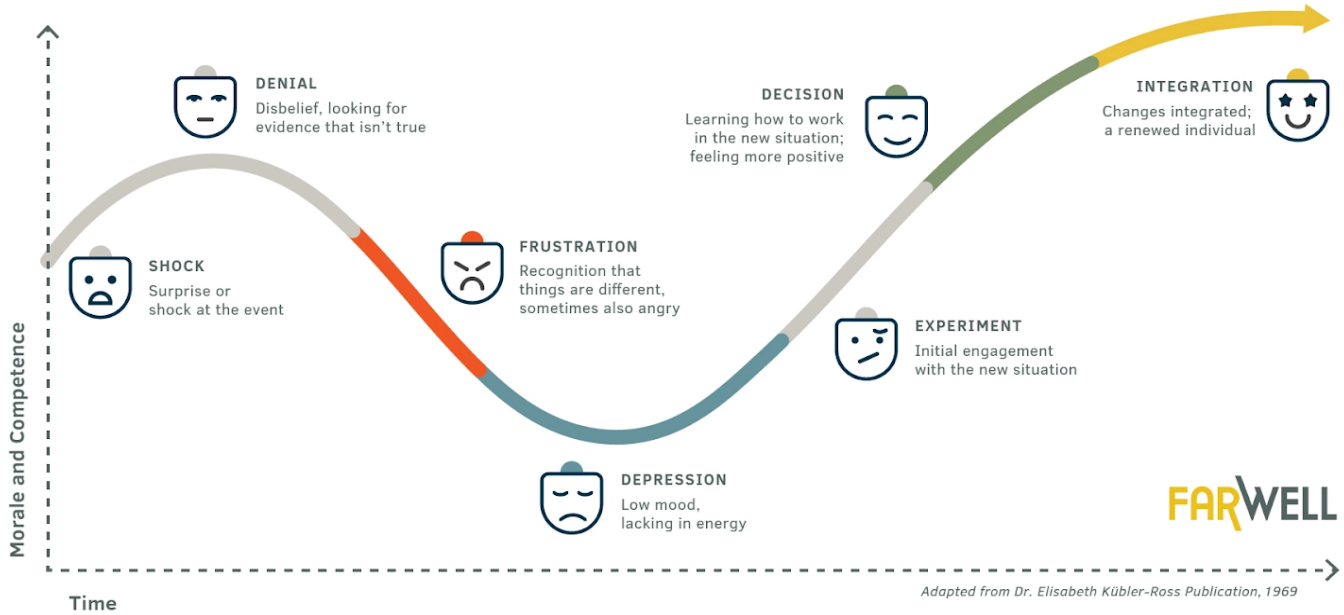


CHANGE CURVE

Emotional Response to Change



Legacy-Aligned Transition Planning

Summary of Transition:

I am leaving on [date]:

because [reason]:

I want to tell everyone by [date]:

PART 1: Ground in your Personal Legacy

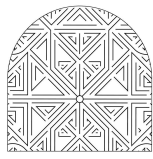
In *Transitions: Making Sense of Life's Changes*, William Bridges wrote about the difference between transition and change. According to Bridges, change is something that happens to people. Transition, on the other hand, is internal: it's what happens in people's minds as they go through change. Change can happen very quickly, while transition usually occurs more slowly. The distinction is subtle but vital to understand for a leadership transition.





The key to a successful transition is disciplined and thoughtful planning. Done thoughtfully and with intention, a leadership transition creates value for the organization, reduces risk and enables the new leader to hit the ground running and create immediate value for the organization.

Complete the [Personal Legacy Plan](#) as a grounding exercise for intentional transition planning.

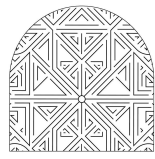


PART 2: Envision the Legacy the Organization Leaves

What are students, families, and adults saying- 60 years from now?

What does that tell you about the Legacy List?

The things you must do before you go	The things you must let go of
<ul style="list-style-type: none">• • • •	<ul style="list-style-type: none">•• • • • •



PART 3: Identifying the Values and the Vibe of the Transition

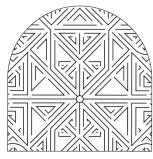
What values do you want to be present during the transition? What vibe are you seeking to achieve?

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A healthy transition will look like...

Prior to announcement	Post announcement / during transition	Post transition

	What will you do to motivate and grow your people during this change?	How will you create habits for change ?
Prior to announcement		
Post announcement / during transition		



7GEN
legacy group

Post transition		
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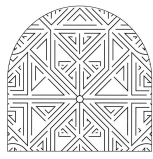
PART 4: Set the Conditions & Identify what is/is not in your Control

In order to accomplish all of the items on the legacy list in alignment with the transition values & vibe, the conditions I need are:

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How will you do the things before you go and how will you let go?

Rituals	Practices	Time



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PART 5: Making it Real

Legacy Big Rocks

Legacy Big Rock	Success Looks Like (Precise and Specific)	By when	Actions to Take