

Welcome to...



**What's your favorite
coffee drink?**

Tell us in the chat!





WOMEN INFLUENCING LOUISVILLE

OUR VISION

We envision a world empowered by the inspiration, influence and impact of women leaders and transformed by the inclusion of individual differences.

OUR MISSION

Women Influencing Louisville empowers women to achieve excellence and fulfill their leadership potential by providing opportunities for best practice sharing, professional development, mentoring and networking.



GE APPLIANCES
a Haier company



Mercer



usbank.





Connecting Pillar

Creating opportunities to connect personally and professionally with one another while seeking the success we desire and empowering all women to achieve excellence

Resilience Pillar

Creating opportunities to support, educate, and share our experiences as they relate to mental health, burnout, and the constantly changing world we live in today



Workplace change examples:



Technology updates



New company goals or targets



Company reorg or leadership changes



New company direction



New business processes or metrics



New work location

What are some other changes people experience in the workplace? Add them to the chat!

Introduce yourselves!

- Your name, job title
- Your company, how long you've been there
- Determine whose birthday is closest to today (Feb 25)

 *Congratulations! You're the facilitator for your group!* 😊

Don't worry; it's simple:

- Assign someone to take discussion notes
- Assign someone to verbally share those notes with the larger group when the breakout ends
- Just get the conversation started!

Brainstorm Resiliency Solutions

Brainstorm strategies to embrace the change and turn it into a positive growth opportunity. (30 mins)

Example: Technology update – learn the new tool and share learnings with team to show your collaboration and leadership qualities

Don't forget to swap contact info with those you wish to connect with again!

A top-down view of a desk with various items: a smartphone with a black screen, a spiral-bound notebook with lined pages, a silver pen, a white keyboard with visible keys like 'fn', 'control', 'alt', 'option', 'caps lock', 'shift', 'A', 'S', 'Z', 'X', 'C', and 'W', a white mouse with a scroll wheel, and a white cup filled with dark coffee. A small green plant is visible in the top left corner.

Welcome Back!

Strategies to help you embrace the change

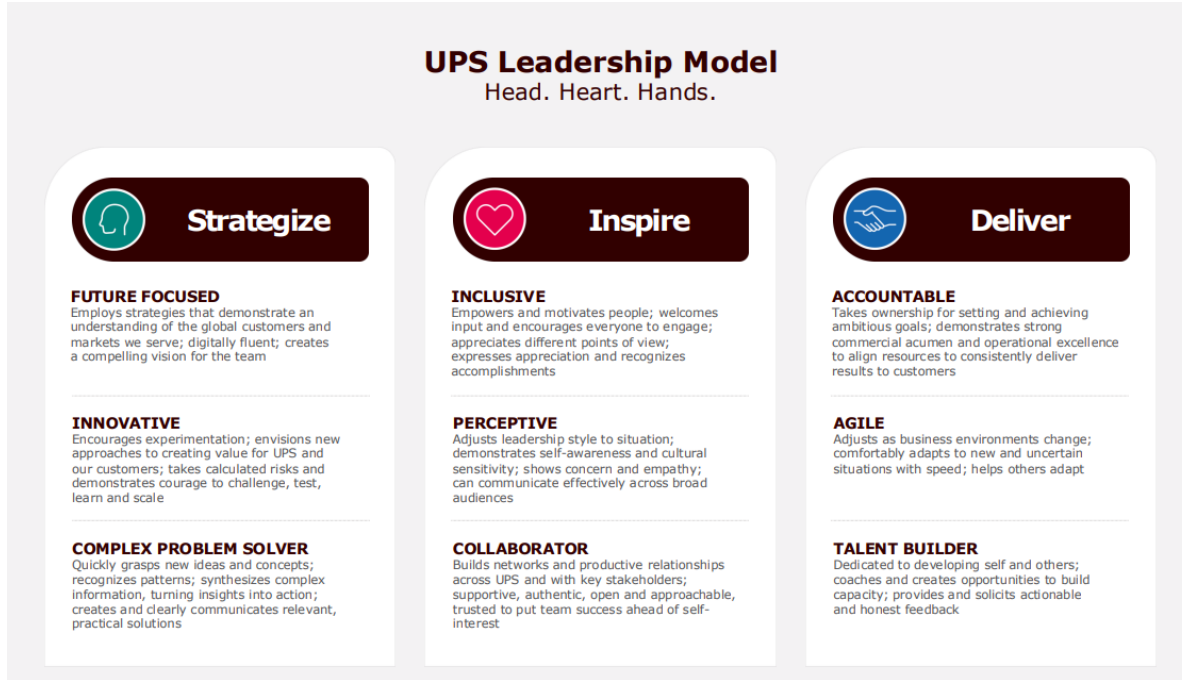
- Don't be afraid to try new technology.
- Talk to your coworkers, don't be afraid to ask questions.
- Utilize company or outside resources to help guide and build trust with different/new technologies.
- Be okay with working with groups to share learnings with new technology.
- Don't carry preconceived notions on age demographics and technology.
- Be tolerant with ambiguity - you don't know all the details. Try to be patient as information is shared.
- Manage stress levels, lead with empathy.
- Check in with group frequently through organizational changes.
- Help your team see a way through, focusing on what goals/tasks are at hand.
- Practice honest and open communication.

Cont.

- **Advocate for yourself and team - you are going through this together.**
- **Develop your network.**
- **Ask questions to help you embrace the change and understand it.**
- **Allow time to be frustrated (take a break/walk).**
- **Recognize pros and cons.**
- **Be open to change, and failure (have a growth mindset).**
- **Stay flexible through all change.**
- **Share resources between network (different company models).**
- **Technology creates learning opportunities that many must learn their style and the styles of others may present issues for opportunities and or fear of the "new technology".**
- **Multiple group Engagement (in person and virtual) leads to challenging ways to gain participation, use of surveys, polls, but also understand inputs necessary for meeting.**

Cont.

- **Head/heart/hand model**



Additional Resources

- During times of workplace change, it's important to take care of your well-being. If you need additional support, don't hesitate to utilize your company's Employee Assistance Program (EAP), or similar employee support program, for confidential resources and guidance
- Company Business Resource Groups (BRG)/Employee Resource Groups (ERG)
- Online courses/workshops – LinkedIn, Coursera, Udemy



WOMEN INFLUENCING
LOUISVILLE