

Conscious Change



@connectiviti.ca



@change_conscious



NEWSLETTER 2022



Make Change Happen

Goodbye 2021, Welcome 2022 !

We've all been caught by surprise, and we're looking for a way to get past this pandemic.

For Connectiviti, it's been refreshing, and even changing. We've been working on projects that have really helped propulse us to change our image and our focus. It's a continuing of what we started, but our 3 year vision got shifted by other priorities: family, health, career changes and more. The Connectiviti team is glad to be giving you are latest updates: podcast, training, articles and more.

What's been accomplished so far

Conscious Change is now in its 3rd year

What a journey since we launched Conscious Change in 2019. It became our brand and our focus. It has even expanded to Instagram, Facebook and now slowly but surely going into podcasting. There is just so much to do!

Come and encourage us on one or many of our social media channels or even on our website by seeing and commenting our content: [website](#), [Instagram](#), [Facebook](#), [LinkedIn](#).

What we focused on in 2021

Although it was already in our strategic plan to bring our members and clients more online content and training, the market sure surprised us with this new "imposed" dynamic. We've been continuing to write our articles and focused a bit more on practical elements that

change specialists and managers needs in their daily operations.

Also, Stefan officially started teaching in 2020 at Concordia University the course [Engaging and Leading Employees Through Change](#). What a wonderful experience it is to be able to exchange with professionals who need a little boost in their understanding of change management and have them work on some new skills to assess change and accompany their organizations in making their initiatives a success.


Saeed's been quite busy on his side developing a change practice in an organization and pulling up his sleeves to build the change team. And with the pandemic in full swing and recruitment challenges, he's been busy finding practices solutions. And, because he's not busy enough, like going back to university and doing a master's degree, he's been focused on studying with PROSCI and sending his homework in to get certified in [Enterprise Change Management](#). We can't wait that he finishes this because it's going to be quite an accomplishment.

New training solutions for 2022

This is where we're getting really excited. We've been working on a new training focused on providing simple change solutions to change and project professionals, people managers and leaders. If you remember, in our last newsletter we talked about *"Where do I start in the first 6 weeks of my project?"*. We're going to answer this question.

Stay tuned because that's coming soon!!!

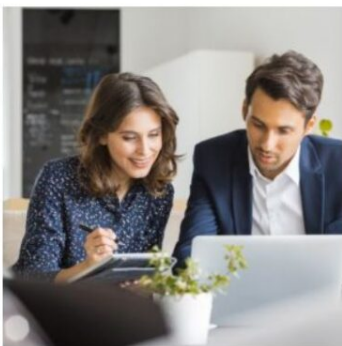
Don't forget, if you or your organization want more information on the current training programs we offer or you have special needs, we can help !



Getting Started in Organizational Change Management

★★★★★¹

[SEE MORE](#)



Foundations of Organizational Change Management

★★★★★¹

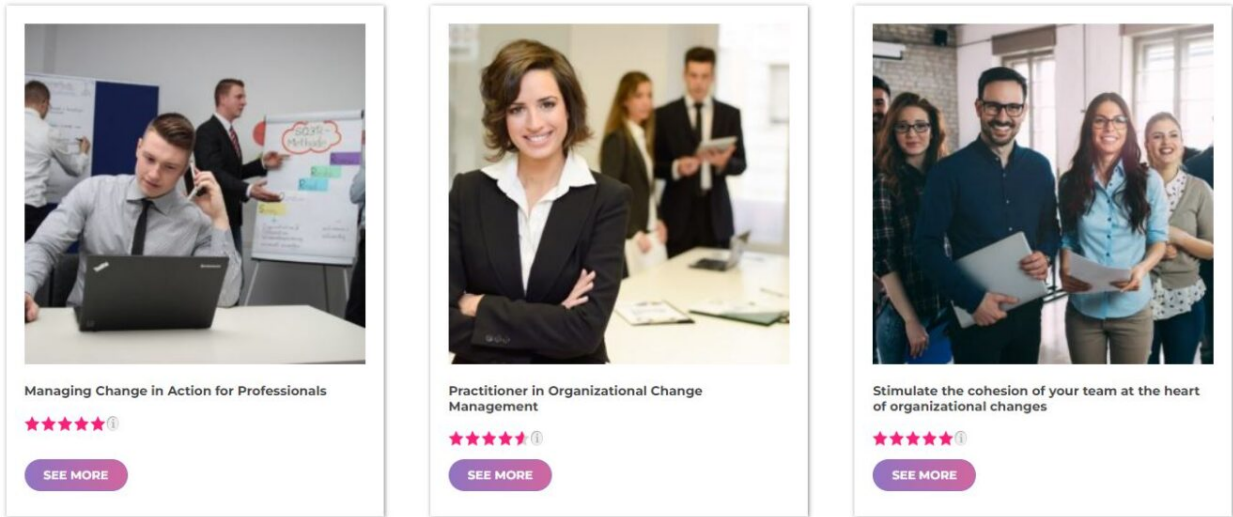
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Leaders in Action in a Context of Change

★★★★★¹

[SEE MORE](#)



Investing in the community - Podcasting

There comes these moments in life where you connect with people and opportunities knock on your door where you just can't say no. What started as a casual interest in change management discussion developed in a professional relationship where 2 individuals were commonly interested in promoting the greatness in people.

Nikki and Stefan met regularly since summer 2021 and developed a new podcast called [Journeys of Change](#). At the moment, we've been conducting interviews and connecting with people around the world in different disciplines. We invite listeners to discover people's journey of change from all walks of life. Ordinary people like you and us who inspired others and continue to inspire through their example and through their heroic attempt at making tough choices and making a change.

We decided to develop this podcast to:

- Give a voice to ordinary people who have extraordinary life experiences. People who have had dramatic struggles and made drastic changes in their life – professional or personal.
- Showcase people who are inspiring because of the change they made in their life at some point and are better because of it, which in turn will encourage ordinary people and show them that life struggles can be overcome.
- Help and give people a sense of direction, entice their courage and resilience and build their self-confidence.
- Help people going through hard times and show them they are not alone.

As we say: "A hero is an ordinary person who does something extraordinary or goes through great ordeals and grows. Each time we commit to making a change in our life whether it's at work, in our relationships or concerning our health, we honor 'the hero' within."

Come and join the community and if you want to share your story or record an episode with

us concerning your life experiences or even change management, we welcome your collaboration.



What's in the pipeline

Growing our Team of Project and Change Consultants

If you feel you want to integrate our team, feel free to connect with us. The world is getting smaller and it doesn't really matter where you work from anymore. Virtual teams have developed and recruiting across the world has been a new trend. Connect with us and let's see how we can make you a part of the team.

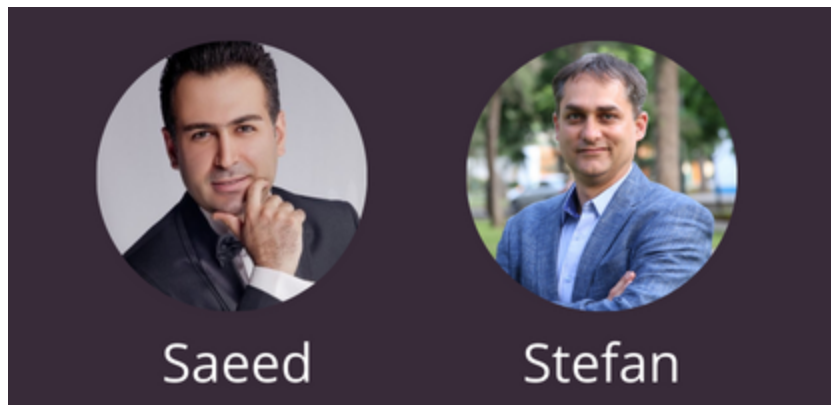
Join us and Share Your Expertise

Interested in participating in our content? Then join us:

- **Share your thoughts** by leaving us a comment;
- **Reach out and collaborate with us** to write some articles, and mostly;
- **Feed that change passion** by writing at info@connectiviti.com.

Thank you for being members of our online community. We wish you resilience and great courage to continue working through this pandemic. You will find below our latest articles which continue to get great comments. You'll also find suggestions for reads and books that may interest you to further grow your communications skills.

Stay tuned for our next newsletter as we'll talk more about reconstruction and what comes after a pandemic crisis. If you appreciated the read... **share with others around you.**



Addressing Change Myths Before They Become a Reason for Resistance (1 of 2)

It's no surprise by now, change is constant and our work environment is challenging people, teams, and organizations to build on a continuous basis their skills in managing change and fostering flexibility.

[Read more](#)



Tips to Enhance Your Efficiency as a Change Management Professional

The way businesses operate has changed dramatically in the past 10 years. And you, have you applied the same approach for several years or have you changed your practice and the way you approach your customers? What about all your knowledge, skills and tools used when taking charge of your projects?

[Read more](#)



We've been inundated with articles concerning the workplace of tomorrow, the great resignation and the new hybrid world. Here are 3 articles we think would benefit you and your teams. These will bring great discussions around the camp fire.

Managing a Hybrid Remote Workforce
by Thought Exchange

[Read More](#)

How Companies are Using the Office to Transition to the New Reality by Gensler

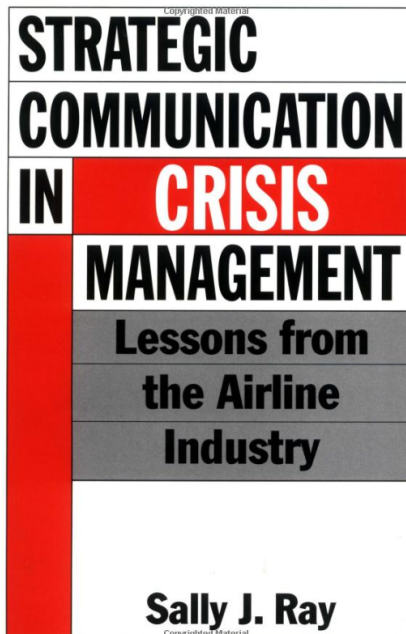
[Read More](#)

Great Workplace Design can Combat the 'Great Resignation' by Fortune

[Read More](#)

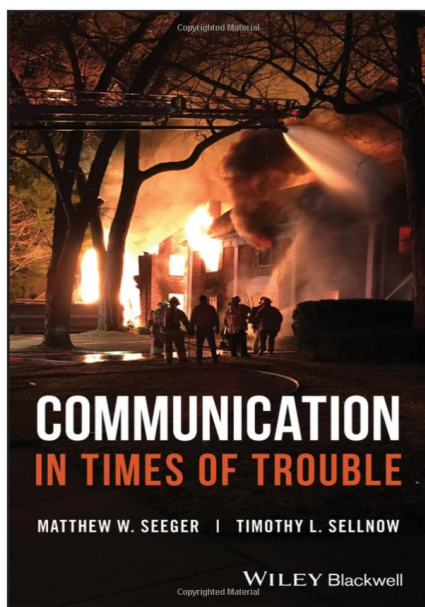
Have you read these books?

Being in the times of crisis, we took the time to research interesting books that focus on communications. This practice is at the heart of any crisis and how change gets the word out there. We hope you enjoy them!



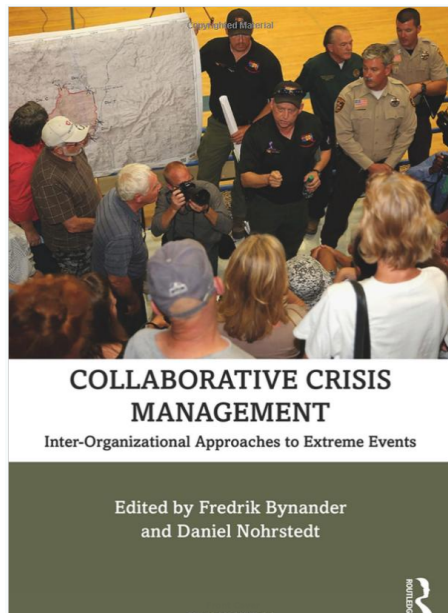
Strategic Communications in Crisis Management: Lessons from the Airline Industry by Sally J. Ray

Communicating successfully is crucial if an organization is to survive and recover from a crisis. Focusing on the airline industry and some of the most recent headline-making disasters, Dr. Ray looks at organizational crises, the communications strategies employed by organizations when responding to crises, and the factors that influence the effectiveness of this strategic communication.



Communication in Times of Trouble by Matthew W. Seeger, Timothy L.

This book covers crisis communication strategies and focuses on practical applications for effective management. It includes an extensive discussion of best practices in pre-crisis, crisis and post crisis stages. The book pays special attention to the needs of meeting the needs of diverse audiences and communicating in a responsive and responsible way. The principles are appropriate for many kinds of events including earthquakes, tornadoes, hurricanes, tsunamis, epidemics, and pandemics as well as industrial accidents, toxic spills, transportation disasters, fires and intentional events.



Collaborative Crisis Management: Inter-Organizational Approaches to Extreme Events by Fredrik Bynander, Daniel Nohrstedt

Public organizations are increasingly expected to cope with crisis under the same resource constraints and mandates that make up their normal routines, reinforced only through collaboration. The book introduces readers to how collaboration shapes societies' capacity to plan for, respond to, and recover from extreme and unscheduled events.



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