



UNIVERSITY  
OF ABERDEEN

# AUA Managing Change

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- **Think of some of the major changes that have taken place at the University over the past few years.**
- **What are your experience of being part of that change?**
- **What are the issues you have faced when involved with change?**
- **How did it feel at the time?**
- **How does it feel now?**

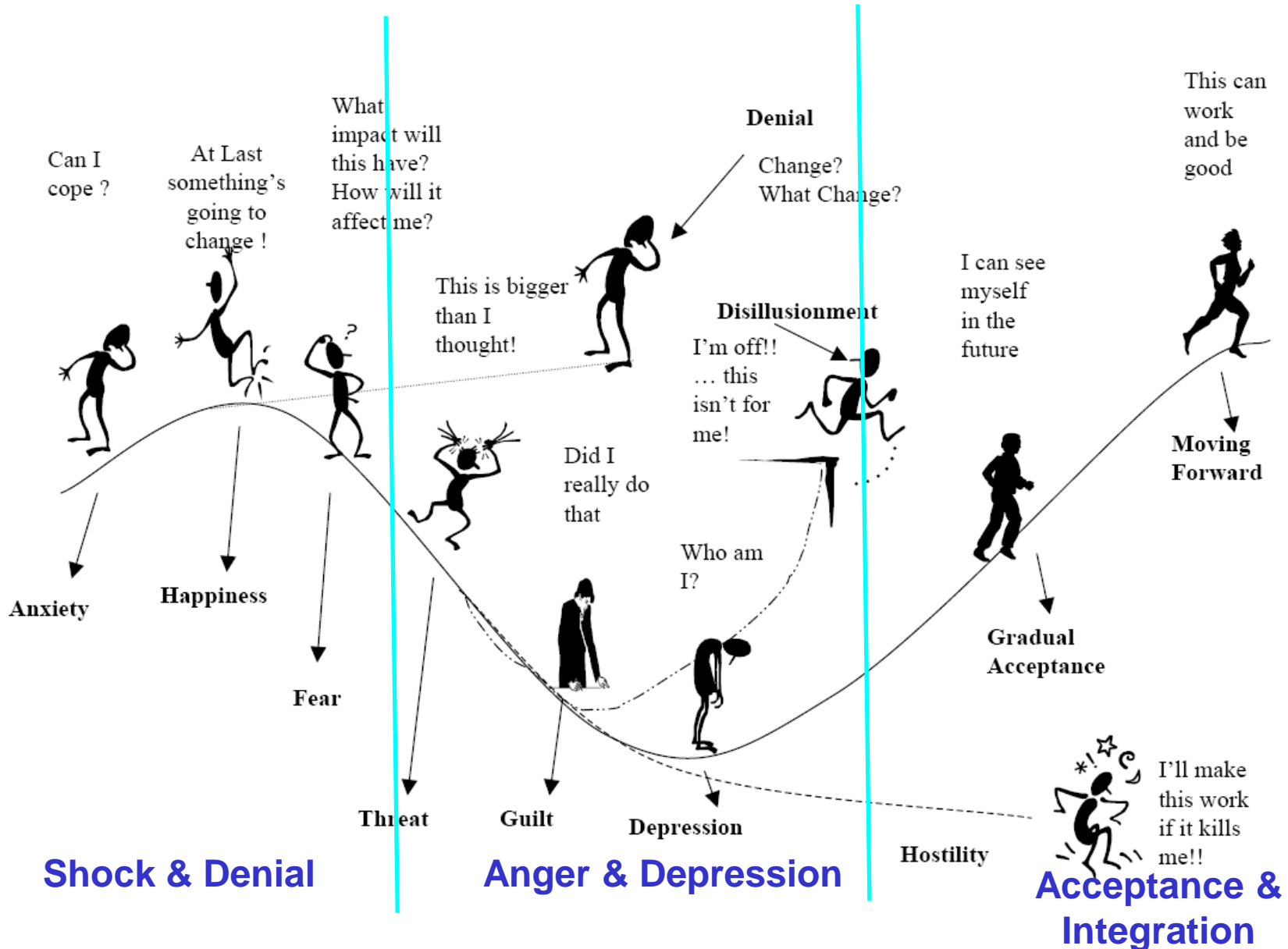


# Change at the University

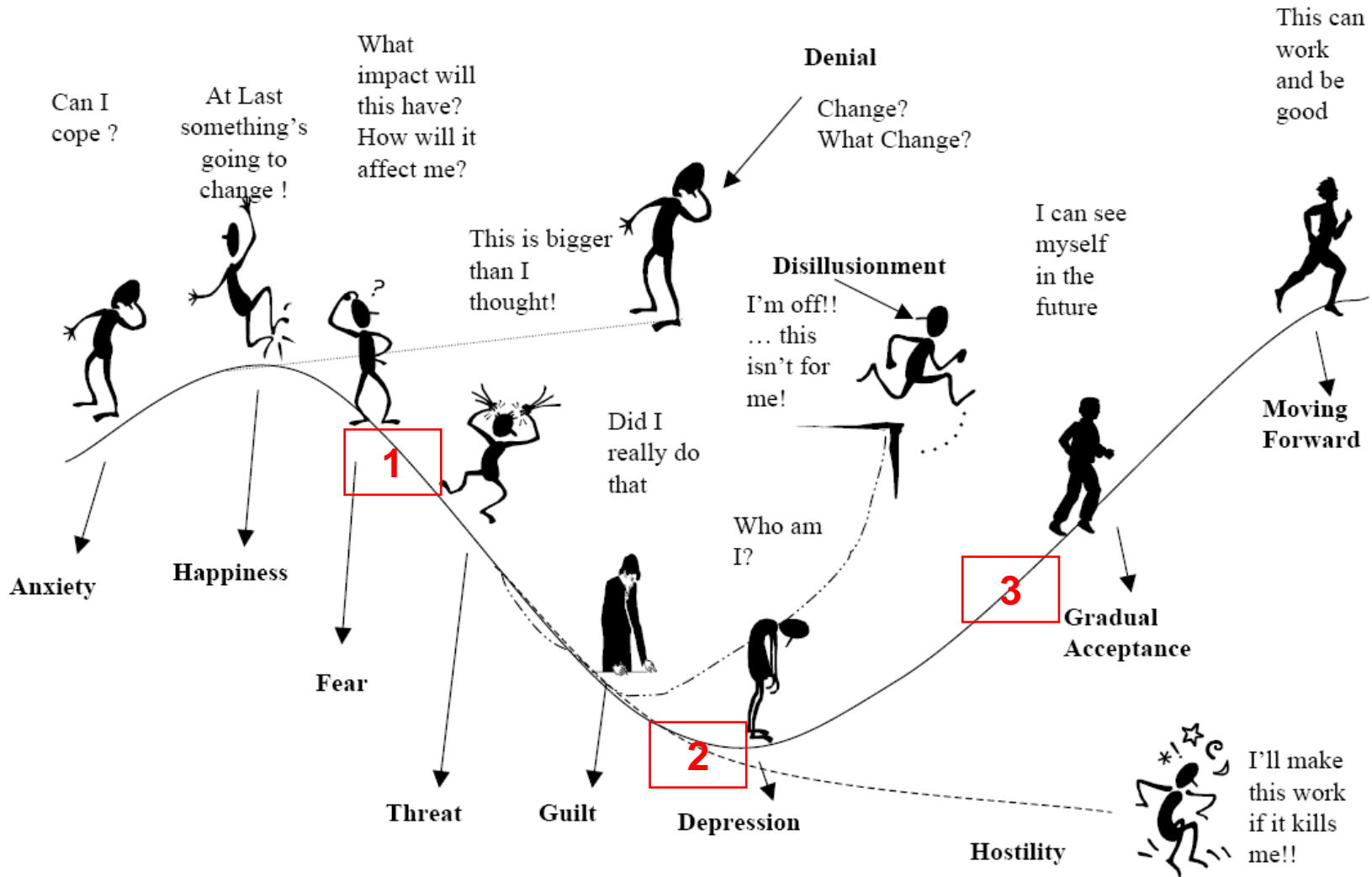
- **One Source**
- **Move from Faculties to Colleges**
- **Rowett merger and move**
- **New Principal**
- **Sports Village & Aquatics Centre**
- **Chemical free mopping system**
- **Hilton campus move**
- **Bingate/Parking charges**



# The Change Curve



# The Change Curve



## Group 1

How would you deal with someone at point 1 on the curve – after the immediate impact of change?

## Group 2

How would you deal with someone who is at Stage 2: in 'the pits'?

## Group 3

How would you give direction to someone emerging from 'the pits' at point 3? What can be done to prevent them slipping back?



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**Come Here.**

**Go Anywhere.**

**That's the difference**

