

Podcast: *HR Bartender*

Episode: Sharlyn Lauby on Managing Change

Summary:

Welcome to the *HR Bartender* podcast! Join this casual conversation to get practical advice on being a better employee, manager, and leader. The show is hosted by Sharlyn Lauby, author of the *HR Bartender* blog, and in today's episode, Sharlyn brings the show's second season to a close. The season has been centered on the topic of change, and Sharlyn offers thoughts on the topic itself, the conversations she's had with guests over the past weeks and months, and what she hopes listeners will take away from the season.

As the season progressed, Sharlyn made a point to start every conversation with a question about a change in her guest's life that turned out well. Today she fields the question herself, describing how her family's move - through its challenges - demonstrated their ability to change and figure things out. The lessons Sharlyn learned through this experience of transition coincided with what we heard in the first two conversations of the season. These conversations with Pat and Steve focused on organizational change and on "figuring it out" as change occurs.

As an organization changes, Sharlyn elaborates, employee roles and responsibilities are likely to change, and employees themselves may also change. Employees will learn about themselves, and Sharlyn has specifically observed many settling into an interest in "[Third Spaces](#)." When talking about organizational change, she says, we need to first ask employees how they're most productive. We also need to check in with our management teams, helping them to help employees to be productive. After all, Sharlyn has learned, the manager's role is to hire and train their replacements. Only by doing this does the manager develop a team able to stand on its own that will free the manager for other projects and pursuits.

In the next conversations of the season, which featured guests Kate and Sarah, we talked about the need to be in compliance even in the midst of change and about doing the right thing. Compliance is not a bad thing, but actually shows the importance we place on safety, security, and doing good. And as Sarah explained, people and companies today are being asked to take a stand, demonstrating their commitment to doing the right thing in light of the social issues of the day. Change, in view of this reality, means figuring out how to take a stand in our own way.

Change is inevitable, and even when it is wanted, change is difficult. The task before us is to manage change well and help our employees to do the same, and Sharlyn offers parting advice for change management. If you can, she says, try to control the amount of change you're dealing with at one time. Try to identify a bright side even to difficult change, and try to find a change model (like [Lewin's model](#)) that works for you. Finally, celebrate even the small wins and be willing to tweak or abandon the plan for change completely.

Thanks for listening, and we hope you'll join us for the next season of *HR Bartender*!

Links:

Connect with Sharlyn on [LinkedIn](#) and check out her [HR Bartender Blog](#).