

# CHANGE THRIVERS



*Your Resource Guide  
for Making Change Work*

**Afsaneh Noori**

# OUTLINE OF “THRIVING IN CHANGE” KEYNOTE SPEECH

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## TYPES OF CHANGE

- Developmental: Steady incremental changes or improvements to what already exists.
- Transitional: Implementation of a “known” new state.
- Transformational: A new and “unknown” state emerging from frenzied ending of the old state.

## CHANGE CAN BE CHOSEN OR IMPOSED

- If Chosen, it begins with dissatisfaction and is often accompanied by resistance.
- If imposed, it begins with a crisis and is often accompanied by a sense of loss.

## CYCLE OF CHANGE

- Breakdown Stages: Dissatisfaction, Breaking Point, Deconstruction
- Breakthrough Stages: Equilibrium, Reconstruction, Evaluation

## BREAKDOWN

### Goal is to survive.

- Highly emotional, vulnerable and out of balance
- Energy is directed inward
- Little energy left for action
- Forced to look within
- Examine feelings
- Ask important questions

## HOW TO SURVIVE?

- Express your emotions
- Care for yourself and your loved ones
- Manage stress
- Stay in the present
- Utilize your support system
- Focus on the good

## **BREAKTHROUGH**

**Thriving is only an option.**

- Fueled by hope and filled with creativity
- Many possibilities are open
- Exploring options
- Clearer picture of a new life
- Energized to rebuild
- Regain stability and balance

## **HOW TO THRIVE?**

- Be true to yourself
- Have clear intentions
- Open yourself to possibilities
- Believe in yourself
- Be proactive
- Ask for help

## **RESOURCES OFFERED BY AFSANEH NOORI**

- Change Thrivers – Your Resource Guide to Making Change Work (Available at [www.ChangeThrivers.com](http://www.ChangeThrivers.com))
- Change Thrivers group on Facebook (<http://www.facebook.com/inbox/readmessage.php?t=1197891704297#/group.php?gid=92351456069&ref=ts>)
- Women in Transition radio show ([www.blogtalkradio.com/women-in-transition](http://www.blogtalkradio.com/women-in-transition))

## **PARTING WORDS**

Change is Life in motion. Anything that lives... Changes. We can't always choose the changes but we can always choose our perception and attitude towards them."

Afsaneh Noori is an Iranian born national speaker specializing in the topic of personal and organizational change as well as the author of "Change Thrivers-Your Resource Guide for Making Change Work". In 1994, Afsaneh founded Socio-Tech Systems Inc. (STS), a consulting firm that supports organizations in creating balanced strategies for transformational change. Her client list includes Essilor of America, City of Tampa, FL Recreation & Parks Association and TECO Energy, among others.

Afsaneh and her immediate family moved to the United States when she was 20 years old. Having to quickly learn a new culture and language became the basis of her deep interest in change dynamics and management. She attended the University of South Florida, where she earned her Bachelors of Science in Industrial Engineering.