

Disruption as a Catalyst to Thrive

18 March 2020

Dr Connie Henson



LEARNING QUEST
STRONGER THROUGH CHANGE



APPLIED RESEARCH

Unexpected Disruption	Chosen Disruption	Application
Qualitative <ul style="list-style-type: none">• Post interviews• Observations	Mixed Methods <ul style="list-style-type: none">• Pre-post survey's• Post interviews	Multi level <ul style="list-style-type: none">• Individual• Organisation• Community
Unplanned and unwanted changes at work and at home	Newtown Neighbourhood Centre's Outreach program	Foster growth within the context of disruption



CHANGES PRE TO POST PROGRAM

THINKING		
	Knowledge	Confidence
91-100%		
81- 90%		
71- 80%		
61- 70%	Post 68%	
51- 60%		
41- 50%	Pre 42%	Post 47%
31 - 40%		
21- 30%		Pre 21%
11- 20%		
0 - 10%		



CHANGES PRE TO POST PROGRAM

EMOTION					
	Sadness	Frustration	Anxiety	Helpless	Guilt
91-100%					
81- 90%					
71- 80%					
61- 70%					
51- 60%	Pre 63%				
41- 50%		Pre 47%			
31 - 40%					Pre 37%
21- 30%		Post 21%		Pre 32%	
11- 20%	Post 11%		Pre 16%		Post 16%
0 - 10%			Post 0%	Post 5%	



CHANGES PRE TO POST PROGRAM

BEHAVIOUR		
	Pro social	Avoidance
91-100%		
81- 90%		
71- 80%	Post 79%	
61- 70%		
51- 60%	Pre 52%	
41- 50%		
31 - 40%		Pre 37%
21- 30%		
11- 20%		
0 - 10%		Post 10%



PARTICIPANT QUOTE

It reminded me that I don't like to talk to people and especially strangers

Going up to strangers is hard – but you have to put on your big boy pants, and it has become easier - practice makes perfect – anything gets easier.



CONDITIONS FOR GROWTH

Safety



CONDITIONS FOR GROWTH



SELF-ASSESSMENT

How much disruption are you dealing with in your organisation?

Which of the essential conditions for thriving is strong within your organisation and where is your business missing out?

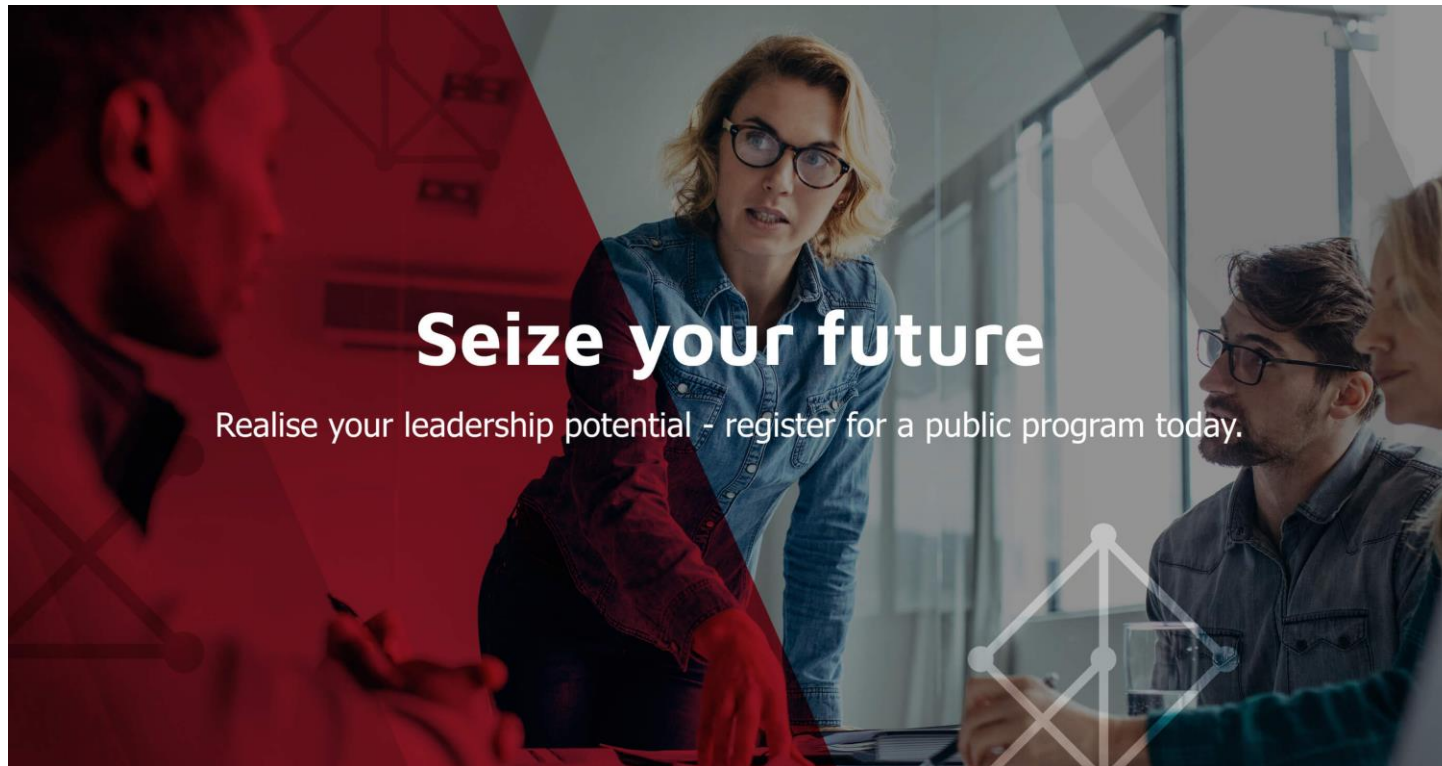


LEADING CHANGE

ONE DAY PUBLIC WORKSHOP

25 MARCH 2020

\$500.



shorturl.at/tvxV6

DISRUPTION AS A CATALYST TO THRIVE

SCIENCE MADE PRACTICAL

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