

Change Management Activities

Cross Your Arms

Have students cross their arms as they would naturally. Then have them cross their arms the other way and ask how it feels. Most students will find this to be awkward and uncomfortable. Afterwards, engage students in a discussion about why crossing their arms the other way felt uncomfortable, even though it's basically the same action. Use this as a jumping off point to talk about feelings toward change in general and about the specific changes in the organization.

Alien for Dinner

Have students work in groups to imagine they are aliens observing a human dinner party. Their task is to point out weird human social norms and compare them to the norms on their imaginary home planet. Why do humans knock their glasses together to celebrate? Why do humans enjoy the taste of poisonous alcohol? The exercise helps to point out that just because something is accepted, that does not mean it is the best or only way of doing something. This activity is fun, creative and helps to cultivate an open mind toward change.

Change Places

Allow students to sit wherever they want, then have them get up and move to a completely different seat. Ask them to think about how their perspective in the new seat feels compared to the old one and why. Afterwards, tell students to get up and stretch for a minute and sit back down wherever they like. If students go back to their old seats, then ask them why they did that. This is a great way to illustrate our resistance to change. Repeat the exercise again and discuss why people changed how they reacted the second time. This exercise should make students conscious of their instinctive resistance to change while also reinforcing the idea that change is not necessarily a bad thing.

P-P-P-P Exercise

The four P's stand for project, purpose, particulars and people. In this exercise, students work in groups and divide a large sheet of paper into four columns, one for each of the P's. Then they should go through each project (task within their department) and consider why it is being undertaken, what the specific changes required will be and who will be affected. This activity helps to take the uncertainty out of change and breaks it down into small chunks that are easier for students to handle.

Bouncing Back from Adversity

This is another simple exercise that only requires a few rubber balls (ideally one for each student) and enough space to bounce them. Divide students into pairs and have them bounce a rubber ball back and forth for a few minutes. Afterwards, ask them if they were afraid that the ball would just fall back to the ground and not bounce back up.



Then explain to the students that they are like the rubber balls and that no matter how tough a change may seem, they will always be able to bounce back from it. Let them keep the rubber balls as a reminder of this lesson.

Can Do Company

Break students into groups and assign each group a task as part of a larger product, such as designing, marketing and distributing a candy bar for cats. At different points in the project, change some of the specifications or move members from one group to another. You can also share important information with only one group so that students have to communicate to work effectively. This exercise helps students get used to adapting to change and communicating with others through a fun and creative environment.

Source: <http://change.walkme.com/7-fun-and-engaging-change-management-exercises/>

