

Creating Impact In Times of Transition

1. TRANSITION, NOT CHANGE:

Every person and organization is in transition from what they once were to what they will be. We experience this transition as change. We see it as performance plateaus and decline. It requires us to change.

2. TRANSITION POINTS:

What these Transition Points (T) show us is that what created growth at one stage may not at the next. Sustainability is the result of growth, not trying to remain at the same level. To grow requires us to make changes.

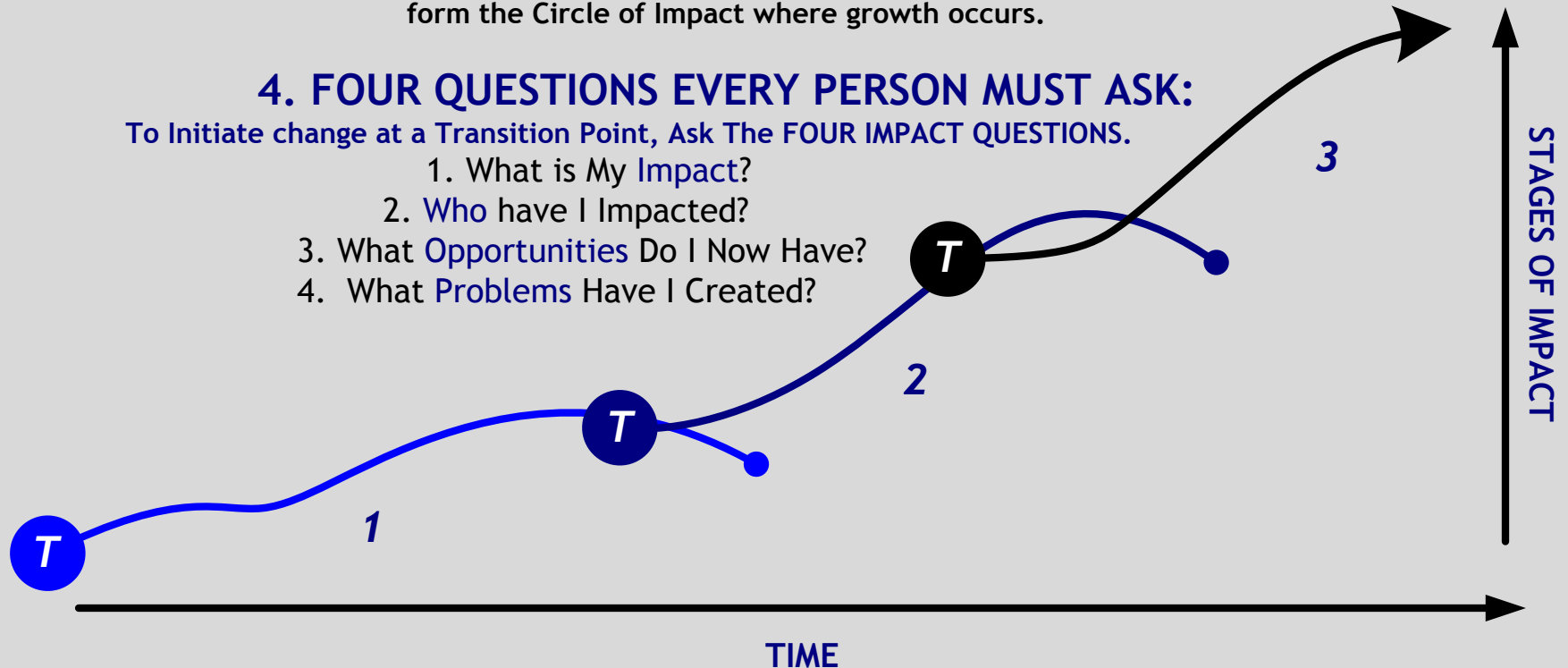
3. CREATING IMPACT THROUGH TRANSITION POINTS:

People manage Transition Points (T) by initiating change to create impact. People do this through the Three Dimensions of Life & Work - Ideas, Relationships and Social & Organizational Contexts. These three dimensions form the Circle of Impact where growth occurs.

4. FOUR QUESTIONS EVERY PERSON MUST ASK:

To Initiate change at a Transition Point, Ask The FOUR IMPACT QUESTIONS.

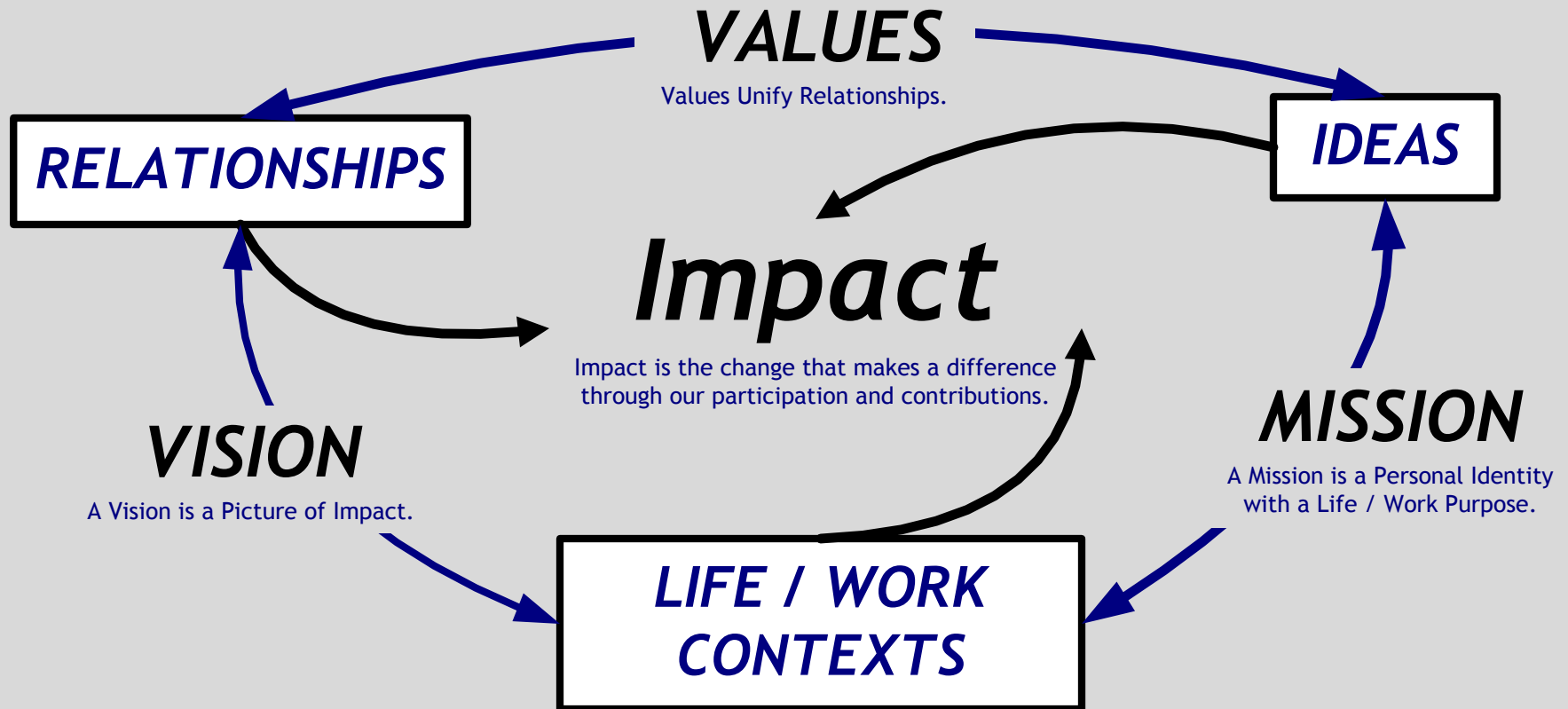
1. What is My Impact?
2. Who have I Impacted?
3. What Opportunities Do I Now Have?
4. What Problems Have I Created?



THE CIRCLE OF IMPACT

Integrating the Three Dimensions of Life and Work for Making a Difference

"People Take Initiative To Create Impact with Ideas, through Relationships, and in Social & Organizational Settings."



The Three Dimensions of Life & Work

RELATIONSHIPS

People Take Initiative To Create Impact through Relationships of Trust, Integrity and Mutual Gratitude & Service.

LIFE / WORK CONTEXTS

People Take Initiative to Create Impact in the Social and Organizational Settings where they participate and contribute.

IDEAS

People Take Initiative To Create Impact with their Ideas of Mission, Values and Vision expressed through their Passion, Communication and Actions.

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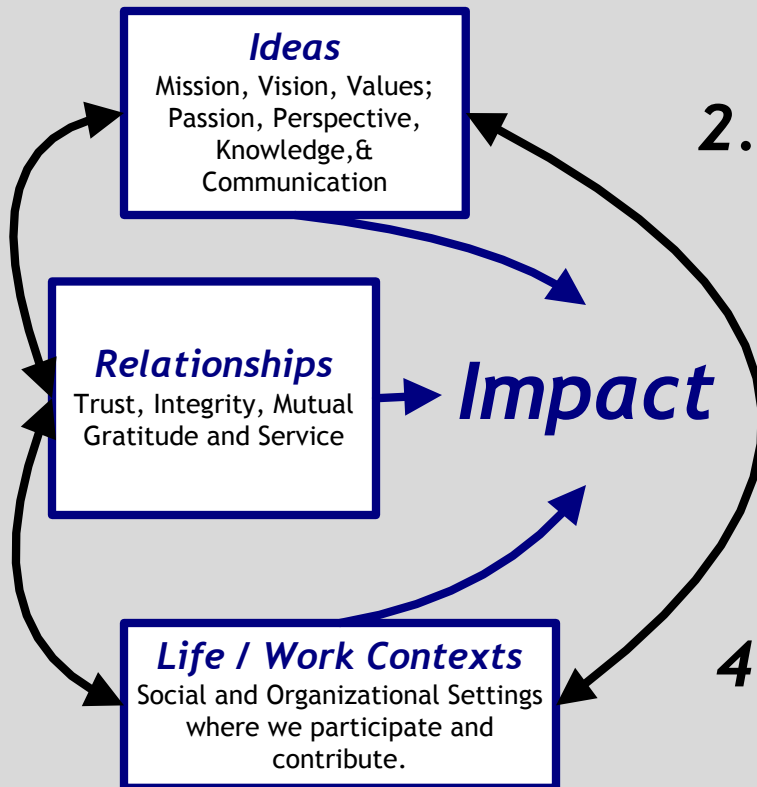
Circle of Impact Guides - <http://edbrenegar.typepad.com/AllIMPACTDiagrams.pdf>

The **FOUR QUESTIONS** Every Person Must Ask

A Circle of Impact Coaching Guide

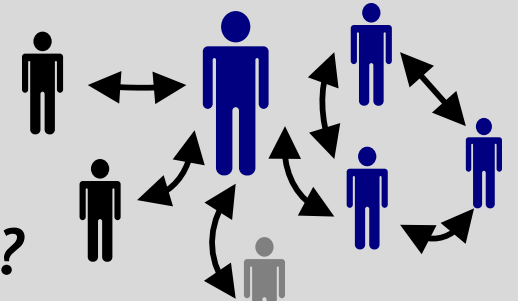
People Take Initiative To Create Impact with Ideas, through Relationships, and in Social & Organizational Settings.

1. *What is My Impact?*

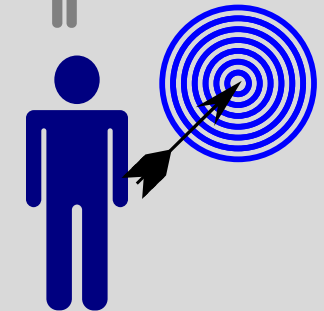


The Circle of Impact

2. *Who am I Impacting?*



3. *What Opportunities Do I Have Now?*



4. *What Problems Have I Created?*

