

Pivot to Thrive: How to Harness Change to Unlock Opportunities

Olga Rines

Life & Business Strategist CHC, CLC, TCM, MA

Resilience & Empowerment Coach

Summary

The only thing constant in life is change and transitions. It is how we decide to perceive change that truly separates those who survive through the waves of transition from those who thrive and find unique opportunities to forge a powerful path forward. This 20-minute, interactive presentation will address how high-performing individuals can use proven strategies and frameworks to easily navigate the rough and often unexpected challenges in life and business with unshakable resilience, strategic focus, and absolute clarity. By the end of the session, attendees will be empowered to:

- Redefine the role and purpose of change in their lives
- Embrace change as a mechanism for innovation and opportunity
- Identify ways to pivot to leverage change as a continual source of creativity
- Build a plan of action to remain resilient and laser-focused even in extreme uncertainty

The Change Theory & Why It Is Central to Our Personal Evolution

According to the Change Perception Index (Bright), 86.4% of 600 people surveyed said that they anticipated their life being different within the next 5 years. Yet, only a third of these same respondents said they would embrace the change that they knew was likely coming. Change is a constant in all areas of our lives from our career, to our relationships, to our health, to how we individually grow and develop over time.

In business, agile units that are designed to quickly pivot perform significantly better than those that are not built with agility. Despite this fact, only a minority of organizations are equipped to actually perform agile transformations, according to a McKinsey survey (McKinsey). With the pandemic, all of us have had to rapidly transition, in the face of uncertainty, and many more organizations and people will continue to be forced to do so as we embark on our new post-pandemic normal.

However, the concept of change itself is often feared by most because of the inherent uncertainty that it brings with it. The truth is, we always win the game that we play and when we can show up powerful, even in the face of change, we can set the course of the results that come next in our lives.

The key is to embrace change, understand how we cope (Schlossberg), and master pivoting (Rines), so we can always remain calm, agile, and mentally flexible to be aware and positioned to make the critical pivots you need when plans change (as they always will).

That's why now more than ever, it is crucial for people to follow the four pillars of change in order to stay in control over what happens next and to truly tap into the opportunity that change - unexpected or planned - inevitably represents.

Distinguishing Change From Pivots

While change is what happens to us, pivots are what we decide to do as a result of the change we are experiencing. In some cases, you can encounter change and decide not to pivot at all. Or, you may decide that it is time to move on to the new normal presented to you or you chose to create. No matter how change comes into our life or career, the best position to take is to be ready to continually pivot or course correct as change presents itself.

In order to do this effectively, it is important to be aware of what things are within our locus of control (and can be influenced/changed) and what things fall outside of our control.

Change should be viewed in these four lenses (Rines):

YOU/PERCEPTION – Change has always happened in our lives and we can adapt. This requires an open and flexible mindset, void of limiting beliefs that may lead us to perceive change as something we cannot overcome, and stepping into our personal visionary leadership.

SUCCESS – To move past change as a blockage to our success, we must uplevel our emotional resilience and make the powerful decision to move forward and commit to a specific course of action.

OPPORTUNITY – Change is not a crisis, but a powerful opportunity to reimagine our reality – business, career, product, relationships, health, life - and decide to create a new vision, strategically set a new plan, or work toward a new outcome – with the high-performer mindset and laser focus.

ENERGY – The root of change is energy that can be used to propel us forward (when we choose to allow it). When we can make the decision to pivot, master emotional resilience and stay focused on that action step, then we can use change as the fuel to thrive into our next chapter. Decide. Pivot. Go

Here's how to build a resilient career and life that can continually maximize change.

The 4 P's to Building a Resilient Career & Life

To use change as the powerful agent that it is to transform our lives, we must:

1. (PAUSE) Become the CEO of our body and mind and expand our awareness of self, others, and our experiences to see them for what they are and the gifts that they hold

2. (PRESENT) Strategically partner and build meaningful and positive relationships with our stress, symptoms, pains and emotions and laser-focus their energy to propel us in the right direction
3. (PLAN) Unleash the abundant resources that often hide right in front of us so we can quickly pivot in the face of change and uncertainty, build strategic solutions, and face the uncertainties of the upcoming with confidence and agility, empowered to respond. You always win the game you play. Therefore, set the rules to the game you want to play so you can succeed.
4. (PURSUE) Focus on the root cause of the problem and ditch useless 'band aid' strategies and tools that serve to deplete our time, energy, money, and hope. That's why it's important to stay inspired, focused, resourceful, and committed to action at all times.



Figure 1: The 4 P Framework of Change

Conclusions

Change is inevitable and the 21st Century alone has seen the highest rate of change in our lifetimes. With the rapid acceleration of technology, the unexpected pandemic, and constant political and social reform – change has become the staple of our lives.

We have the power to decide to embrace change, evolve within ourselves, and master pivoting to reimagine our realities and powerfully step into the future. Or we can try to escape, hide, or ignore the inevitable and instead allow change to drain us and plague our lives with stress, anxiety, loss, grief, and gripping fear.

However, when we can redefine our relationship with change and understand that we hold all of the solutions we need within ourselves, then we can leverage change as the opportunity catalyst that it is. By applying science, mastering our inner technology, reframing our mindset, and harnessing our energy, we get to decide when and how to stop, start, and accelerate into the future. We have the control to choose to create the reality we want for ourselves, for the people we love, and for the world we want to impact. Decide. Pivot. Go. Thrive.

References

Bright, J., PhD, The Change Perception Index and the Luck Readiness Index: The Complexity Perception Index (CPI) (Bright & Pryor, 2005b); Chaos Theory of Careers (CTC) (Pryor &

Bright, 2003, Pryor & Bright, 2011. Updated 2015.

McKinsey & Company. From thinking about the next normal to making it work: what to stop, start, and accelerate: <https://www.mckinsey.com/>

Peters, A., McEwen, B., Friston, K. Uncertainty and stress: Why it causes diseases and how it is mastered by the brain: <https://www.sciencedirect.com/>

Rines, O. KENTA Success Method™; www.KENTA-Success.com, yes2successandwellness@gmail.com

Schlossberg, N., Transition History (1984).

GeoConvention 2021 3