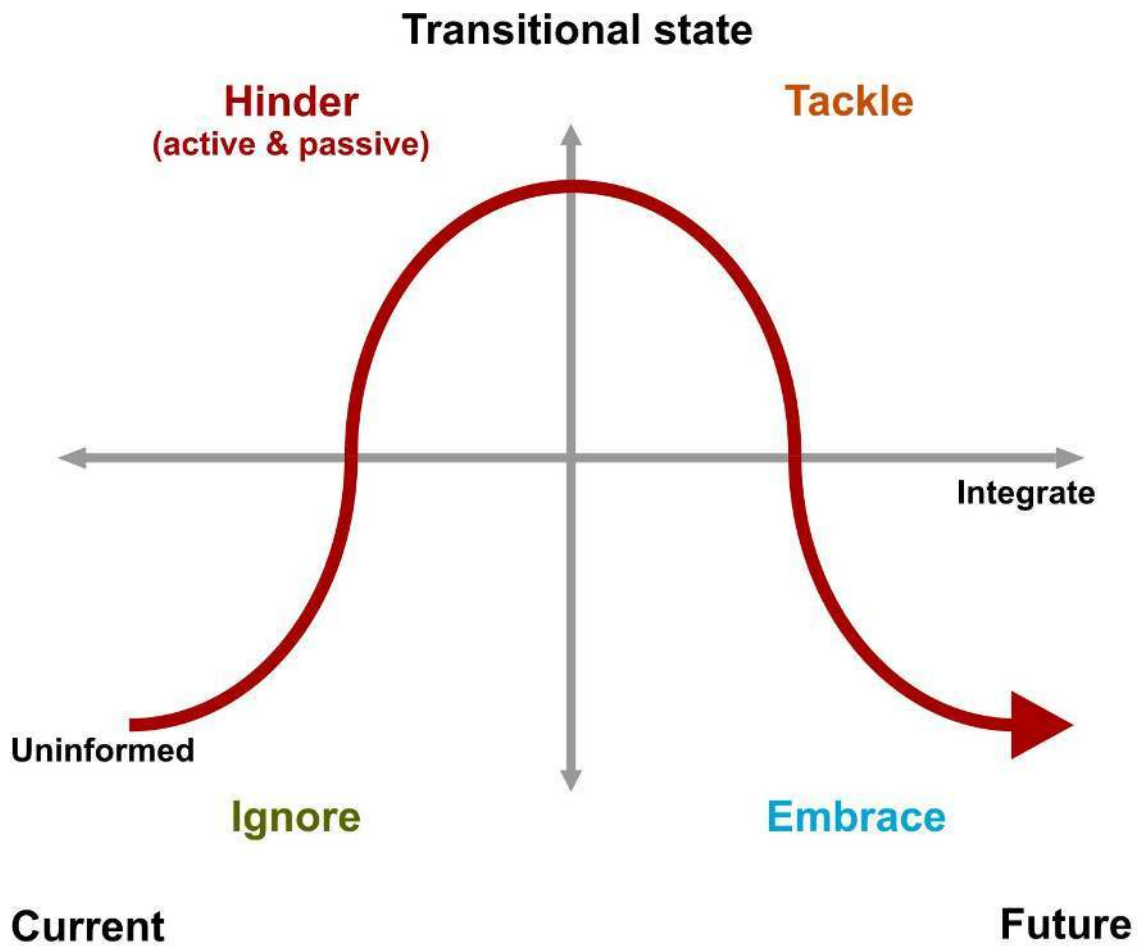


PLOT YOUR PEOPLE



Adapted from Elisabeth Kubler-Ross Theory of Loss and Grieving

Name of team member involved in, impacted by, or influential in the change	Plan of action
	Step 1: Step 2: Step 3: Step 4: Step 5:
	Step 1: Step 2: Step 3: Step 4: Step 5:
	Step 1: Step 2: Step 3: Step 4: Step 5:
	Step 1: Step 2: Step 3: Step 4: Step 5:
	Step 1: Step 2: Step 3: Step 4: Step 5:
	Step 1: Step 2: Step 3: Step 4: Step 5:

When completing this template, keep in mind the following:

- Keep the “Plot the People” graph confidential. People often don’t appreciate being plotted in “Ignore” or “Hinder” and that could cause unnecessary conflict.
- Refer back to the discussion in class regarding activities we could do to help people through the Transition Curve.
- Refer to the notes on Resistance management, Stakeholder management, Sponsorship, Communication and Reward and Recognition. Ask the question for each of the identified team members:
 - What communication is needed at this stage?
 - What can be done to prevent or combat resistance at this stage?
 - What activities can the sponsors do at this stage in order to support the team member(s) going forward?
 - What Reward and Recognition would be applicable at this stage?