



## **Transitional Change -AM I READY ?**

When I left my job to opt out for things that I had been very passionate about, the myriad of expressions and point of views that I encountered from people, friends, well-wishers has been varied and vivid. I still recall these statements ...so What Next? Do you think leaving at the peak of your career is a wise decision that you have taken? What would you do now? Again start from the scratch? What if you fail...how would you pass your time - sitting at home and doing nothing?

### **That set me thinking - Am I on the right track?**

And today when I look back, I see myself scaling to those heights of growth and progress which I had never thought of. Changing tracks, taking up a new vocation or choosing new field, we do come across many obstacles, blocked by a rigid mindset of people around us or even our own, criticism and multi-point of views. Being a woman and playing multiple roles in different contexts, it becomes very important for us to realize where exactly one's life's call is!!

I recall as a young mother, leaving my kid at home and going to office meant that guilt of not being an efficient mother . That thought was so overpowering !! When I was an hands-on mom and had delightful company of my little daughter, that thought of sitting at home and doing no productive work would haunt me. As a process of growing up, discovering each stage of life, roles and career, today I realize - it has been a saga of realization, acceptance and learning. In transitional phases when change is very imminent, a few things that I consciously worked upon helped me both internally and externally to walk ahead.

### **I did the following:**



**Creation of Vision Board** - Working on my vision helped me a lot and made me realise that visioning for one own self is so important. Organizations have their: Mission/Vision MV statements. **It is**

**equally a compelling need to create a vision statement for one self...it is needed for one's survival.**



**Ecosystem** - Connecting to one's own ecosystem both internal and external is relevant. In transitional phases, emotional landscape would keep on dynamically changing and coping with one's own emotions while responding to the situations is desirable. I found carrying a lot of heavy baggage with me ...only to realize letting go and dropping them would help me to move forward. Working with one self, understanding one's thoughts and managing emotions helped me to condition my internal ecosystem. And when I moved from my old pattern to the new I experienced a lot of joy and a sense of fulfilment...



**Seeking Feedback and Relationships** - There was a great urge within me to seek feedback [ the way we did 360 degree for employees in our organizations to scale up capability development] ..But I was stuck ...from whom do I seek Feedback about myself..Could I ask my father/my ex-boss/ my friend...It was that I finally sat down to write what are the areas in which I was seeking feedback, how would those inputs help me, what insights could be added to the entire process...

In the whole process I was stuck up with one question **WHAT IS THE PURPOSE OF THIS FEEDBACK??**

And amazingly I found myself scribbling down the areas in which I seeking feedback and most of the areas reflected to the pointers I had drawn in the Vision Board...and I realised, Life was at its best working out those paths and tunnels for me to discover more and more...

I sought feedback from those who could give me genuine, appropriate and authentic inputs. And that helped in formulating my thought process further and articulate my Vision Board better. When I started connecting with people, sharing my perspective and my thoughts on why I was seeking feedback, I found a lot of voluntary sharing of life experiences by individuals. This helped be to build connect and was insightful as well. There was a lot of trust that developed and I could see myself opening up better. This experience was a crucial phase as I experienced a lot of novel things in the process. **The biggest**

**factor of change was that I developed a lot of unconditional acceptance and a shift in paradigm...** I reworked on my vision board ...it was more inclusive of those elements that are a part of my ecosystem...



**Communication and Connect** - In the process I looked up to forums, started talking to people, connecting both at face to face level or using the virtual media /social forums to know more about their experiences, incidents, stories...these sharing helped me a lot . A few roadblocks too were there for me..Some of my so called - associates, ex- colleagues, individuals -never lost an opportunity to pull me down, sneer and criticize with sarcasm that I even shudder to think of...Those dark moments at times would take me for a ride to those depressing wells where demons only abused, shouted, howled ...it was a scary journey to lose hope, to see no light, to be covered with darkness...

Amazingly my Vision Board would suddenly pop up and it was such a relief to see it before me. It also made my own belief system stronger.

As I moved along, I found a set of individuals who are undertaking similar journey and connecting with them was so joyful and so blissful.



**Building a collaborative community** - We kept on connecting, sharing our thoughts, perspectives, ideas...only to realize that this so called similar journey of different individuals has developed into an odd 180 collaborative community...

Building /connecting with a collaborative community is a need today for survival and I am a part of this community which is global..

The visioning activity, sharing with a collaborative community with self reflective communication helped me to create my own goal sheet. I could chart out my new activities that I wanted to undertake. It also helped me see things in a different perspective.

Post this for a quarter or so I did a few things like reading, blogging, preparing and curating content and preparing my project proposals...and there was no looking back after that.



**Review /Check your progress** – After six months, one day I decided to check out where I was and what I have been doing. And it has been a pretty good journey with amazing progress and it made me realise that there is a vast expanse of opportunities waiting ...**NOW IT IS TIME TO OPEN THE DOORS....**

## About Ellora



Ellora Panda

A Workforce Learning Specialist, Speaker, Writer, Editor, Blogger, Talent Development and Engagement Specialist, Ellora Panda is an HR professional.

Having worked in various capacities, she was last heading the MDF of Idea Cellular Ltd for Eastern India. Ellora was involved in Talent Management and Engagement, facilitating creation of Centers of Excellence, Library Management, Capability Development . A Social Media enthusiast, she is one of the founding members of the Learning and Development group in Facebook for Communities of Practice having more than 18,000 plus members globally. She was the Editor of the L&D Community's quarterly e-magazine EKAKSHAARA. Ellora is associated with IndiaHRLIVE as a core team member . IndiaHRLIVE helps HR professionals become visionaries in advancing the HR profession and help them become better change agents by looking at the big picture in their organization and the HR profession. Leading Communities of Practice is one of her passionate area of work and expertise .A Reiki practitioner, she is an active blogger. She has been ranked in top 100 HR influencers in Twitter in 2014.

NLP certified, she is the Secretary of National HRD Network, Bhubaneswar Chapter. Ellora speaks regularly in various national and local forums on topics related to HR, Learning and Development.

Follow her on Twitter @ e\_panda

