

10th July 2025



Change and Opportunity session 1: A collective exhale

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By exhaling and letting go, we make space to breathe in new possibilities



Exhale: session outline

Session agreements

Sharing first-hand experiences

Introducing the change curve

Reflecting on what's gone before and is changing

Insights from INTRAC's 'Listening to the Sector' exercise

Practical tips and resources for letting go with integrity

Preview of session 2: 'inhale'



Session agreements



Non-judgement



Listen to understand (vs. having a pre-prepared response)



Prioritise curiosity over certainty (what might be happening for you/others?)



Take care of yourself and others



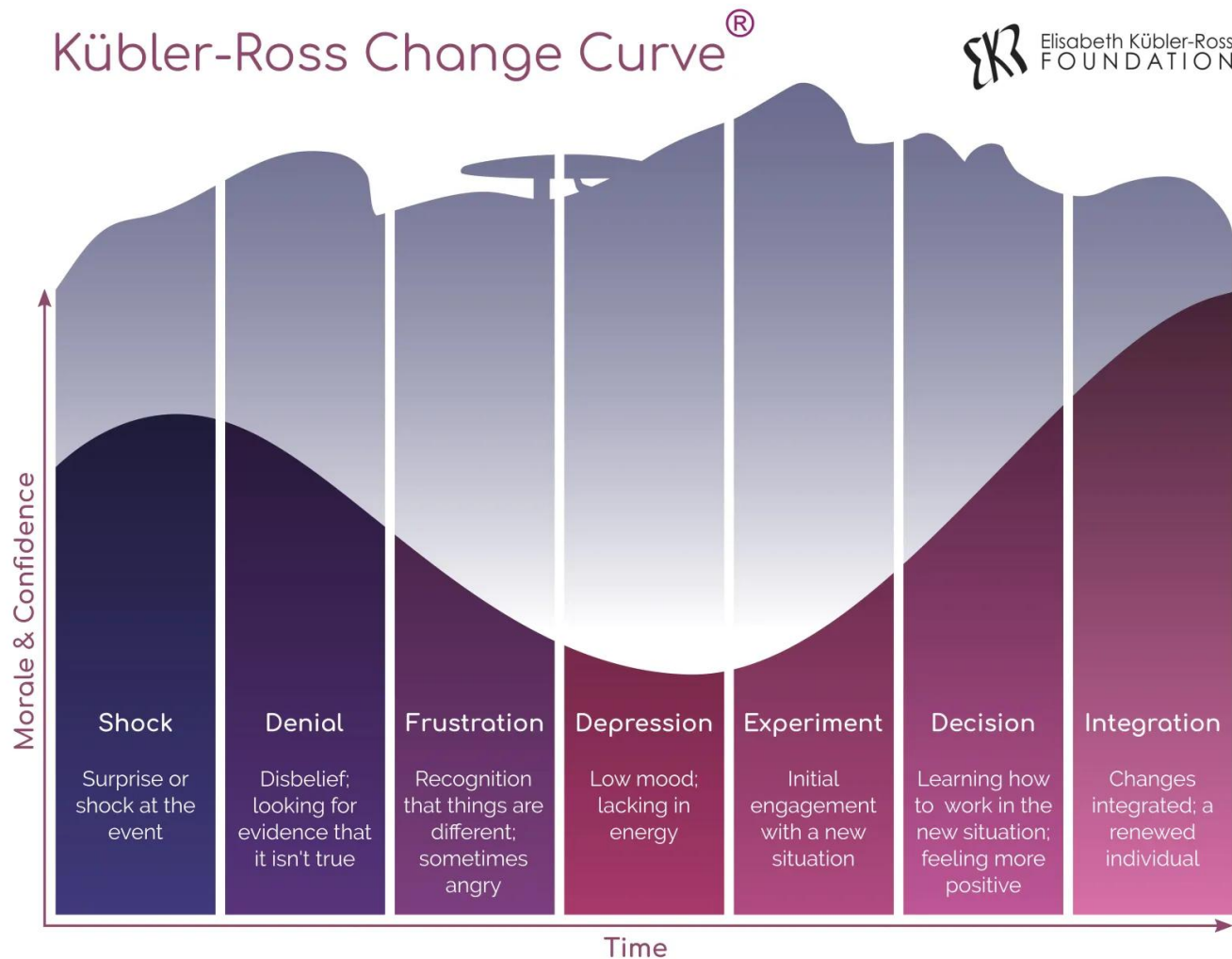
Know you have permission to opt out of any exercise at any time

A personal experience of letting go

EveryChild.



Mapping our emotional landscape: Kübler-Ross Change Curve



Individual exercise (1 min):

1. Reflect on a current change you're experiencing at work and locate yourself on the change curve
2. What is your body and breath telling you about where you are?
3. Spend a minute reflecting on the change, and one thing you would like to acknowledge, honour or grieve about what has gone before

Group exercise (15 mins)

Briefly introduce yourselves (name, location, org) if you're in a breakout

Discuss/reflect on:

- What do you see or sense is changing?
- What are you acknowledging, honouring or grieving about what has gone before?
- What helps you to stay grounded during times of change?



Insights from INTRAC's 'Listening to the Sector' exercise

Approach: Since February 2025, staff been sharing insights from calls and articles & holding weekly sense-making sessions + a call with OD practitioners in our global network + a workshop with the Decelerator in June 2025.

A few key findings:

- Widespread disruption due to large-scale funding cuts - on top of rising precarity, uncertainty and turbulence in the sector in recent years.
- The emotional landscape is complex and tense
- Yet there are also signs of resilience and possibility!



Insights from INTRAC's 'Listening to the Sector' exercise contd.

Common themes linked to transitions, endings and exits:

- For some, this moment framed as part of a deeper transformation — a doubling-down on agendas of localisation, power-shifting & decolonisation that have gained traction in recent decades.
- Widespread discourse around the need to reimagine organisational models and core missions.
- Talk of innovative and alternative financing models a leading feature of many conversations, such as the growth of African-led philanthropy.
- Meanwhile collaborative infrastructure, including shared services like fiscal hosting and back-office functions, is being discussed in many spaces.
- Alongside all this there are growing calls for structural consolidation, including mergers and streamlining of institutions.



INTRAC's top tips for navigating organisational change and endings:



1. Be clear on your organisational 'why' and hold tight to purpose & values...not necessarily the organisation's existence



2. Recognise endings are necessary and a healthy part of the natural cycle of renewal – both for people and for organisations involved in change work



3. Recognise organisational change is emotional – provide support, engage with resistance & celebrate achievements



4. Make organisational change as participatory as possible – give staff and partners agency



5. Understand the technical, practical and legal steps involved. Identify key milestones



6. Resource the change (people and £). Clarify roles and share responsibility



7. Communicate openly and regularly – even if there's nothing new to share



8. Remember to look after and resource yourself

What are we so afraid of?

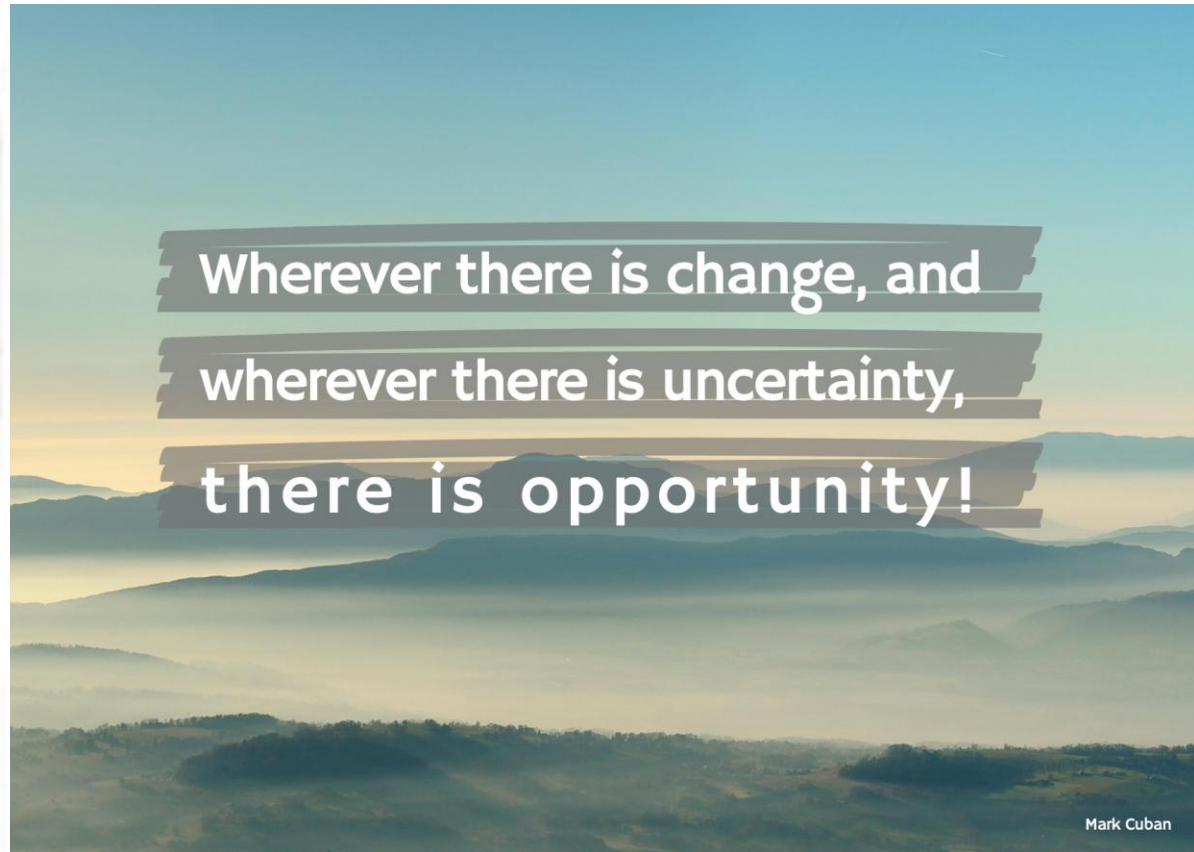
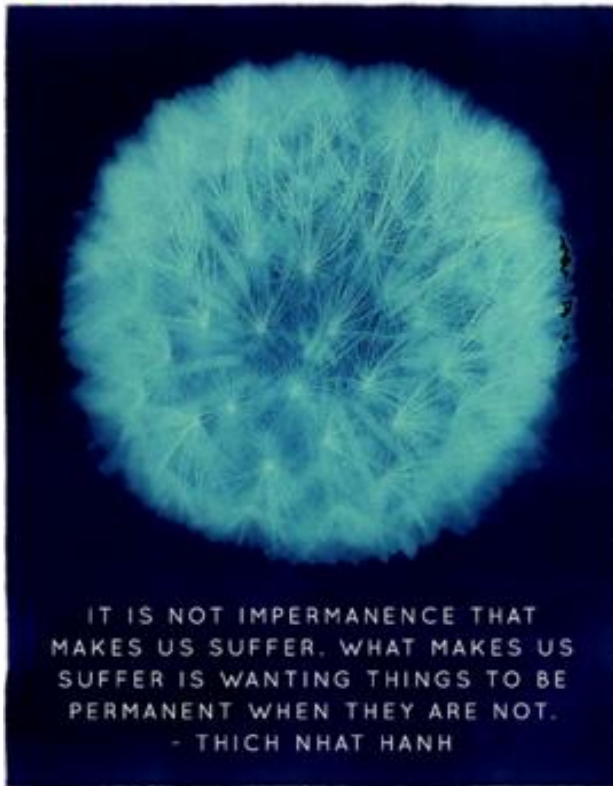


Resources to support staff in navigating change and letting go of what has been...

Instagram



thichnhathanhgems



Looking ahead



We've supported organisational change initiatives for the last 30 + years.

If you're in the middle of a change and would like support, we are currently offering:

- 1 hour complimentary 'transition coaching calls' (max of 4 slots/month between July and September)**
- complimentary 30 min calls to explore how we might support you/your org**

Please email: info@intrac.org to find out more