



The Expat Method, Mastering Personal and Organizational Change

Sara Bigwood

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The Expat Method, Mastering Personal and Organization Change aims to help you master change by focusing on both your personal and professional life. It is based on 5 key dimensions that form the acronym EXPAT: 1. Emotions: change always implies emotions, and the more space you give to them, the more they help with transition. Holding back emotions can lead to stress, burnout and illness. It can also be a strong distractor when individuals or employees are busier dealing with fear or anger than focusing on change. 2. Xpression: sharing information, expressing clear objectives, asking the right questions, and involving employees at all levels are essential to leading change efficiently. It is not only the content that is important, but also the form, and using positive words will facilitate buy-in. 3. Place: clarifying roles and redefining objectives creates an unequivocal structure that will sustain change. Change is inevitably linked to a shift of place. The more you provide information about where people stand, the more you neutralize the rise of informal roles. 4. Adaptation: change is intrinsically linked to adaptation. You need to know the core values you lean on, so that you can be open to the flexibility required during transition. Adaptation invites you to observe more and listen to your intuition. 5. Thinking: understanding the power of beliefs and using them to build a strong mindset is essential throughout change. In each dimension, you will find signs of imbalance and change factors that can influence you during transition. This will help you be aware of the early signs that will help you stay balanced. There are also exercises that will help you grow and master change. The Expat Method, Mastering Personal and Organizational Change is a book that helps people at home and at work master change in a practical way.

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