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Noticing Change: Catch Up on Our Latest Leadership For All Masterclass

Colleagues from across WUTH and WCHC came together this week for our latest Leadership For All Masterclass, exploring how we experience change and how we can better recognise its impact on ourselves and those around us.

Noticing Change: In Yourself, In Your Team, In the Room was led by Mark Green, Strategic Advisor, Leadership and Team Effectiveness Specialist and Coach, with colleagues joining both in person at Arrowe Park Hospital and online.



The interactive session explored why change can affect each of us differently and offered practical ways to understand some of the emotions and behaviours that can emerge during periods of uncertainty.

Five lenses for understanding change

A key focus of the masterclass was the five different lenses through which we can experience change:

- **Status:** How we feel we are seen, valued or positioned within a team or organisation
- **Predictability:** How much certainty we have about what is happening and what comes next
- **Autonomy:** The level of choice and control we feel we have
- **Connection:** Our sense of belonging and connection with the people around us
- **Fairness:** Whether we feel decisions and processes are fair and equitable

Mark explained that everyone will respond differently across these areas, with some likely to matter more to us than others.

Understanding which areas are particularly important to us can help us recognise why a change may be affecting us in a certain way and consider what might help us navigate it.

Noticing change in others

The session also encouraged colleagues to look beyond their own response and consider what they may be noticing in the people around them.

Changes in behaviour, such as becoming quieter than usual, withdrawing from conversations, appearing frustrated or becoming more controlling, can sometimes indicate that somebody is finding a period of change difficult.

Rather than assuming we know what is happening, Mark encouraged colleagues to “seek to understand”, creating opportunities for conversation while recognising that everyone’s circumstances and responses will be different.

Psychological safety was another important theme, with colleagues encouraged to consider whether people feel able to speak openly about how they are doing, raise concerns and ask questions without fear of negative consequences.

The masterclass concluded by asking colleagues to reflect on one small thing they could take away and put into practice over the coming weeks, whether that is noticing their own response to change, checking in with a colleague or creating more opportunities for connection within their team.

Watch the masterclass

If you were unable to join us on the day, or attended and would like to revisit the session, you can now watch the full Leadership For All Masterclass back.

Click [here](#) to watch Noticing Change: In Yourself, In Your Team, In the Room.

We would encourage colleagues across WUTH and WCHC to take some time to watch the session and consider what the five lenses might tell you about how you, your colleagues and your team experience change.

You can also click [here](#) to read a full summary of the masterclass.