

dealing with Change

PROGRAM OVERVIEW:

Since the turn of this past century change has been occurring at an exponential rate, faster than ever before, and it's very challenging for each of us to keep up with the ever-shifting workplace landscape. This course explores the psychology behind the change response and provides you with a range of ideas and strategies that enable you to deal better with unexpected workplace change.

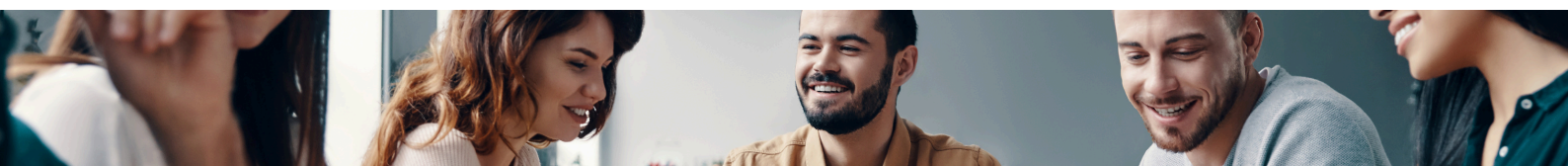
From managing personal attributes and attitudes that hinder your change response to understanding and applying learned optimism, this course will develop your level of change resilience, allowing you to adapt and thrive when facing significant change in the workplace.

KEY LEARNING OUTCOMES:

- Discuss the main reasons why we typically resist unexpected change
- Assess your level of personal change fatigue
- Recall the Kubler-Ross change model and articulate how it can encourage a more positive change response
- Describe the change innovation curve and state how it can assist you to deal better with change
- Determine if your personal attributes help or hinder your change response and discuss options for managing those that hinder
- Use the above the line model to reinforce a more constructive change mindset
- Discuss techniques that enable you to regain a more balanced perspective when experiencing change
- State how learned optimism can assist you deal with a significant change event
- Identify personal actions that will improve the way you deal with workplace change.

WHO SHOULD ATTEND?

- This course is suitable for anyone who is experiencing change in the workplace and seeks to build a greater level of change resilience
- It's also highly relevant to those acting as change agents within a team or organisation, with responsibility for supporting and motivating others to engage with change initiatives.



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PROGRAM INCLUSIONS:

- Training from an experienced Change Management facilitator
- Learner guide
- Pre and post course activities.

DURATION:

- 1x half day
- The program can also be delivered as 1x 3hr ZOOM module.

PROGRAM PREREQUISITES:

There are no prerequisites for this course. Participants are advised to come prepared to discuss relevant workplace changes they're experiencing.

DETAILED PROGRAM OUTLINE:

Module 1: Introduction

- The change
- Change resistance and change fatigue

Module 2: Shift Your Change Response

- The Kubler Ross change cycle
- The change innovation curve

Module 3: Understand Self

- Determine your personal attributes
- Manage attributes that compete with change
- Find the right mindset and play above the line

Module 4: Think Differently

- Regain perspective when faced with change
- Optimism versus pessimism
- Learn to be more optimistic about change

Module 5: Personal Action Plan

- Identify relevant actions that can be applied to changes in your workplace

