

Managing Change

For Positive Outcomes

1-day workshop

‘Preserve order amid change and change amid order’

Scenario	Change is continuous, certain and often dreaded. It can involve a considerable amount of upheaval and the revision of working practices. The key to managing change is to communicate well, make time to listen and limit uncertainty. This workshop offers strategies, supporting you to convey change as a positive experience for your staff.
Audience and Benefits	Those who recognise the impact that change has upon both themselves and their organisation and how to positively drive, promote and encourage the required change.
Objectives	By the end of this workshop you will be better able to: <ul style="list-style-type: none">▪ Explain the impact of change on performance▪ Identify ways of implementing new ideas and practices positively▪ Recognise the importance of effective communication in dealing with uncertainty▪ Adopt a strategy for maintaining clear vision▪ Encourage and maintain motivation▪ Identify causes of negativity and ways of overcoming them

Content

The Nature of Change

- Identifying key drivers of change
- Types of change
- Causes of change
- Why do we resist change?

Identifying Transition Factors

- Prioritising opportunities
- Assessing adaptability
- Defining goals
- Communicating the need for change

Assuring Positive Outcomes

- Gaining support for change
- Maintaining momentum
- Developing your plan
- Monitoring progress in change management

Key Exercises & Theory

- Causes & Resistances to Change
- Kubler-Ross change curve
- Stress and change
- Emotional Intelligence

Activities

Through discussion and exercises, participants will examine the key dynamics of change. Explore skills and ideas that help minimise resistance and enhance co-operation. Action planning for future success and integrating principles into practical application.

