

## **Working with Change**

Change is something that most employees encounter at some time in their working life. As organisations grow, adapt, alter and develop, staff still have to continue in their role and at the same time deal with the impact of these factors. This workshop will get them to recognise how they deal with change and understand how it affects their behaviour.

For an individual to manage any personal change, the individual needs to examine who they are, their approach to work and their personal beliefs and values. The workshop will enable delegates to deal with change more effectively and recognise their role in change. It will also help them develop personal strategies and actions to deal with any change.

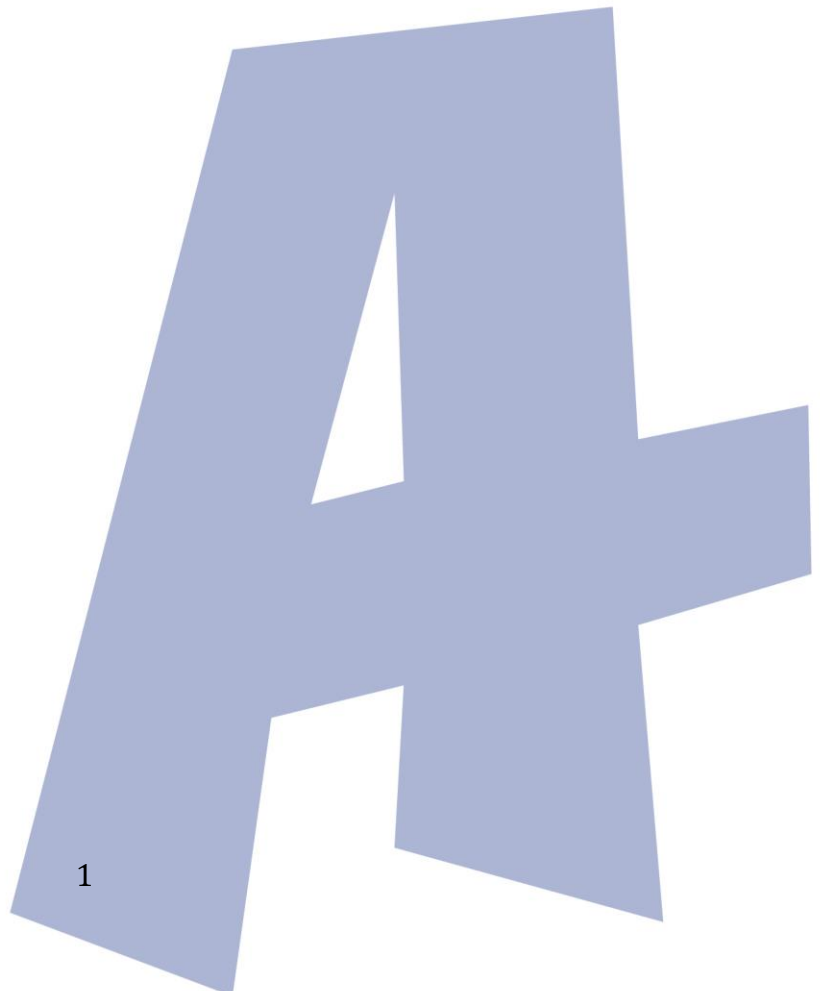
### **Who will the course benefit?**

Any staff member who is having to deal with and personally manage change.

### **Course Objectives:**

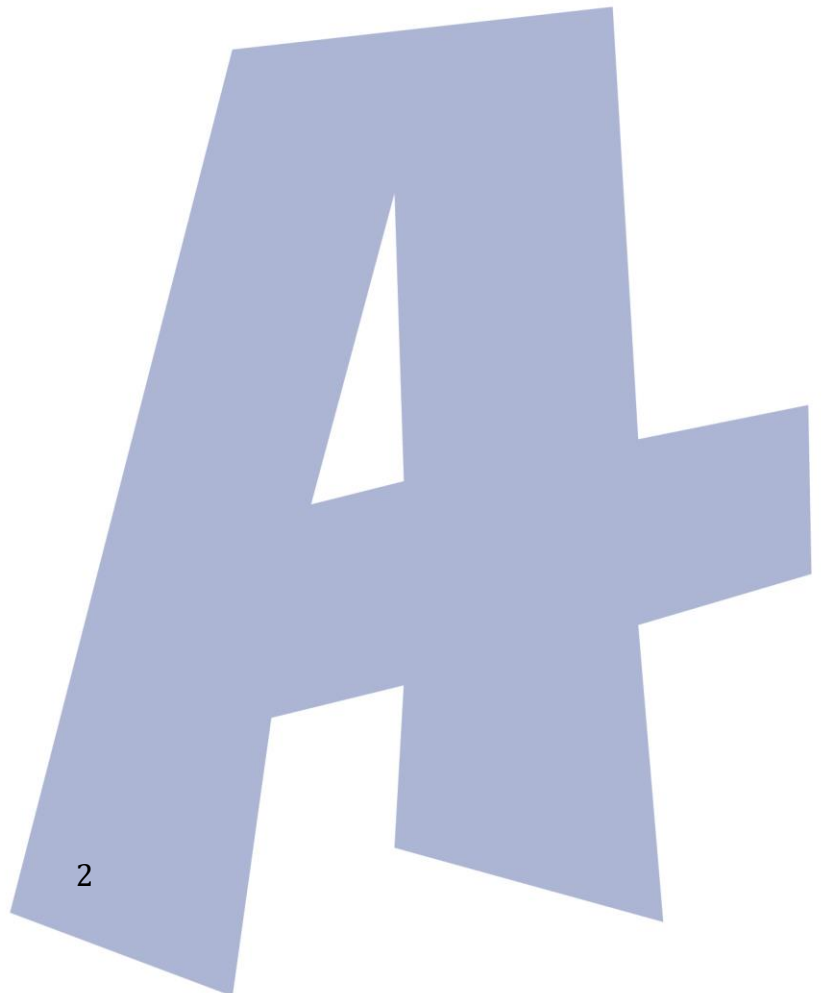
To provide the personal skills, understanding and techniques to handle change.

**Course Duration:** half to 1 day



**This course will enable delegates to:**

- Identify the types of change that occur in organisations, recognise barriers to change
- Use a range of tools and techniques to understand and handle change
- Recognise the impact of change on them personally
- Effectively communicate when going through change
- Create personal action plans to improve their ongoing performance



## **Course Content**

### **What is Change?**

- Causes of change
- Barriers to change
- Resistance to change
- The change process
- Experiencing change
- How do people react to change?
- Why does change fail?
- Explore the impact and consequences of change

### **Change Focus**

- A structure for change
- The identifying what needs to change
- Preparing for Change

### **Motivation and Challenging Beliefs**

- Motivation
- Individual beliefs
- Characteristics displayed in change scenarios
- Working relationships

### **Putting it into Practice**

- Proposing a workable model for change implementation

