Understanding and Preparing for Change

ONE DAY WORKSHOP

"Enlightening workshop. Helped me understand what I couldn't control…and what I could control during any large change initiative. I loved the section on developing a "learner" mindset".

Description:

This workshop is designed to help employees and leaders to effectively understand accept and embrace change. Change is a natural and ongoing reality within organizations - therefore understanding and embracing both personal and organizational change are the foundational building blocks of this workshop.

Self-Assessments, case studies and role playing will allow the participants to both explore and experience the various processes and theories of effective change management. Self-leadership and advocacy tools and strategies will be introduced and practiced within the context of helping themselves successfully navigate the change process.

Objectives:

Upon completion of this topic area, participants will return to work and be able to:

- Define and differentiate between incremental change and disruptive change
- Identify opportunities for change, and strategies to implement change initiatives
- Analyze effective change models and processes, identify stages of change initiatives align actions of a team to their current change process
- Understand various roles and responsibilities during a change initiative
- Develop ability to scale popular change models / processes to the team level
- Identify common responses to changes, assess behaviours associated with stages of resistance
- Understand strategies or techniques to build personal resilience and to help teams transition through the stages of resistance
- Definitions of change as well as the differences and impact of both incremental change and disruptive change initiatives will be explored with an eye of how one vies and embraces the different magnitudes of change.

Agenda:

Change Models

- Popular change models (Kubler-Ross, Bridges etc.) are examined to help both employees and leaders appreciate the differing reactions that others have to a change initiative and what they can do to support and help each other along the way.

Building Personal Resilience

- Through the use of a self-assessment tool, participants evaluate themselves on their ability to not only accept but thrive with organizational change. Targets for personal improvement are determined as well as strategies to help both themselves and their teams view change as an opportunity for growth and development.

Adopting a "Learner" Mindset

- Based on Adams "Learner-Judger" Choice Map, participants are led through an in-depth exploration of their "mindsets" toward change and their innate ability to alter them. Practicing different mindsets with a real life team change is a critical piece of this module as teams experience firsthand the difference between practicing a "learner" mindset vs. practicing a "judger" mindset.

Action Planning

- Specific discussion on how they will apply what was covered back on-the-job and what support they will need from each other and their Managers.