



## Leading Change

### OVERVIEW

Forget the myth that people have a natural resistance to change! If people did not change and adapt where would we be as a culture or a species?

However, what people do resist is having change forced or thrust upon them. If dealt with effectively, successful change management acts a stimulant that instills a lively sense of accomplishment and enthusiasm for those who know that with change also comes positive outcomes.

The core principles of successful change management dictate that how we lead people into the change is largely determined by our ability to communicate the benefits of making the changes more effectively.

### LEARNING OBJECTIVES

Participants who complete this workshop will:

- Understand how to challenge others and ourselves in order to embrace the opportunities that change will bring.
- Learn how to get on with the job and let go of the past.
- Learn how to adapt to the changes in the work place and create a higher sense of personal responsibility.
- Explore how our own belief systems impact the workplace in either a negative or positive way.

### COURSE OUTLINE

- Accept that change, in all of its forms, is part of life
- Understand John Fisher's Transition Curve and "U" Theory and how they apply to the workplace
- Realize that the modern workplace brings painful and stressful challenges for slow adapters
- Recognize personality traits that will assist you in embracing change
- View change as an opportunity to succeed, not as threat to your current position
- Make learning about new developments part of your daily routine
- Use your mastery of change as a motivational tool that enables you to go forward versus staying in a rut
- Use your benefits of change as an internal marketing and selling tool for others on the team
- React more positively to the turbulent times we find ourselves in