



# Change and How to Deal with It

Managers traditionally have had the task of contributing to the effectiveness of their organization, while maintaining high morale. Today, these roles often have to be balanced off with the reality of implementing changes imposed by senior management. Managers who have an understanding of the dynamics of change are better equipped to analyze the factors at play in their own particular circumstances, and to adopt practical strategies to deal with resistance.

## Workshop topics:

- Accept that there are no normal or abnormal ways of reacting to change
- See change as an essential element that is positive.
- Recognize that adapting to change is all about attitude
- Identify the stages of change we go through as we learn to deal with change
- See change as an opportunity for self-motivation and innovation
- Develop strategies for dealing with and accepting changes in your organization

## Course Outline

- ▶ The change process
- ▶ Who Moved My Cheese
- ▶ The pace of change and the pace At which people adopt change
- ▶ The pyramid response to change
- ▶ Resisting and welcoming change
- ▶ “The Four-Room Apartment of change” and how to use it
- ▶ Controlling change: givens, negotiables and controllables
- ▶ An action plan for success

## What's Included?

- Instruction by an expert facilitator
- Small interactive classes
- Specialized manual and course materials
- Personalized certificate of completion

TIME: 9am – 4pm. FEES: \$2,000.00 onsite up to 12 people. \$300.00 per person offsite, plus applicable taxes. \*Prices and dates are subject to change.