



Thriving with Change

Workshop Duration: 1 Day

Facilitation in English (aussi disponible en français)

Workshop Description

Change is an inevitable part of all organizations, yet we are often not well equipped to deal with change, promote change or help others cope with change. Coping with change effectively will be the criteria for survival in the future as the pace of change increases in response to new structures, relationships, processes, clients and priorities.

Becoming more proficient in coping with change and recognizing the need for change requires an understanding of why change occurs, how we resist and respond to change, how change impacts upon the way we do business or provide service, and how to more effectively and efficiently respond to the demands of change.

Change and conflict would seem to go hand in hand - learning how to use the differences that arise during change to create innovative solutions and enhanced working relations is preferable to having change and conflict negatively impact relationships and ultimately client service.

This workshop will provide participants with:

- a framework for why things change
- a review of the likely next changes
- the relationship between change and conflict
- a technique for evaluating the likelihood of successful change
- a framework for conflict resolution
- two techniques for moving from where you are to where you want to be
- essential tools for planning and monitoring change
- strategies for using conflict to develop innovative solutions
- a process for helping others overcome the resistance to change that often brings conflict
- techniques for welcoming change

Topics Include:

- the nature of change
- the change management process
- impact of employees' choices
- roles involved in change management
- dealing with change resistance
- the change cure
- the ADKAR model
- stress management
- strategies to succeed
- useful tips
- action plan



This workshop is highly interactive with participants having the opportunity to identify and apply the tools to manage their own changes and conflicts more efficiently and effectively.