

Adapting to Change – Change Management

Learn in a classroom environment with your peers, face to face or virtual with an instructor online.

Course Length: 2 Days **Target Audience:** General **Learning Objectives:** To understand and apply key change principles to the workplace. Understanding the three phases of transition and how to move forward in each.

Course Content:

- Understanding the stages, impact, personality differences, common reactions and emotions in situation of change and transition.
- Gaining a better understanding of personality differences and integrating this into the change management process.
- Identifying and discussing employees personal reactions related to change and turning it into a positive experience.
- Learning strategies for coping with change and developing “change hardiness”
- Identifying self-management and personal leadership strategies for working in uncertain and constantly changing environments.
- Understanding the need and process for receiving management support during change and transition
- Dealing with change cheers, fears and unclear situations.
- Developing a change action plan.

This is a highly interactive and participative workshop. Several self-evaluation tools will be used to assist in the learning process. Participants will also work in teams and groups on several change management exercises and then come together in plenary for group discussion, sharing and learning. **Supplement Material** A student manual is available for the learner to follow during the instructor’s presentation. **Benefits to the participants** Throughout the activities, the learners will look at various ways to adapt to change and the effect it has on people and the organisation as a whole. **Course Evaluation** A course evaluation will be completed by the learners once the course is finished. **Note:** The course outline may be subject to change.