

Managing Change

It is a manager's responsibility to facilitate and enable change and to help staff through a period of transition – this role can be very demanding. This experiential, practical workshop examines understanding about the emotional and practical demands of change, and explores how managers can pro-actively develop resilience in both their staff and the organisation to enable consistent performance in times of change or high demand. Robustness will ensure continuity, giving both critical strategic advantage and helping to protect individuals from stress.

content

- The myths of change and the benefits that people overlook
- Common responses to uncertainty and change
- Firefighting versus forward thinking
- Matching personal goals and belief systems with organisational thinking
- Your attitude and approach – management and leadership and maintaining integrity
- The core qualities of a resilient manager
- Responsive management and stress awareness
- The three step approach to managing organisational stress
- Pro-active response to change
- Encouraging staff to become an active part of the change process

objectives

Time to reflect on the change process

Identify personal core values and belief systems

Understand how pressure, uncertainty and change can affect thinking

Enable better understanding of how people typically respond to change

Provide new insights into improving the quality of working life when under pressure

Know how to enhance personal communication to build and sustain effective working relationships