

Change is now a daily occurrence of everyday working life. This workshop covers the key theories and ideas surrounding the personal impact of change. It reviews how we typically respond to change and the transition curve and emotions that people typically experience. The workshop will review techniques to cope and thrive in times of change. After completing the course, delegates will be able to:

- Understand the stages that people go through when faced with change
- Develop coping strategies for each stage of change
- Gain insight in to the psychological effect of expectance of change
- Develop support networks to help you through periods of change

Pre-Course Work

Complete the psychometric questionnaire (42 questions) that takes approximately 15 minutes. Delegates are asked to bring the completed questionnaire with them to the session where the results will be explained to them.

Course Outline

- Understand your own preferences towards: change, risk and perfection (The questionnaire)
- Linking the dimensions of personality to your experience of change: before, during and after the change
- The impact of emotions on decision making about change
- Separating emotions and facts to enable you to make logical decisions about change
- Coping with changes that you perceive as negative
- Applying the change curve
- Understanding the difference between commitment and compliance
- How to cope with each stage of the change curve
- Clarifying the detail to understand the change
- Finding both the positive and negative aspects of change
- Creating options for managing the change
- Understanding the consequences of the change
- Taking responsibility for these choices
- Setting short medium and long term objectives
- Recognising our successes and failures and learning from them
- The G.R.O.W model
- Maintaining a positive attitude towards change
- Developing personal action plans to manage our transition through change

Duration

1 Day

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