

Managing Change

Course Overview

Change excites those who love growth opportunities, new experiences, and challenging the status quo. Some changes, however, are difficult to adjust to. They can lead to frustration, resistance, and anger. We can make change more tolerable by understanding the sources of peoples' hesitation. We do this by engaging others, managing stress points, and building plans. These methods may ensure that we successfully implement necessary changes.

Recommended for: People who face difficulties in coping with change or undergoing a major change in their life.

Format: Instructor-led

Duration: One day

Learning Objectives

- Learn there are no wrong or right ways of reacting to change - we simply start from our current state
- Understand change is not something to be resisted and feared, but a necessary element of life to navigate
- Understand change is not an intellectual exercise but one related to personal identity
- Realize that before we can welcome a future state, we must grieve and let go of old ways
- Recognize change as opportunities for innovation and self-motivation
- Identify strategies for helping change be accepted and implemented in the workplace



Course Outline

Unit 1: Understanding the Dynamics of Change
Passing Through the Change Cycle

Unit 2: Understanding How We React to Change
Our Changing Sense of Control

Unit 3: Dealing with the Pace of Change
Reactions in the Workplace
Case Study: Getting More from the Last Hour

Unit 4: Applying the Janssen Framework
The "Four-Room Apartment"

Unit 5: Adapting to Change
Dealing with Resistance
Making Change Stick
Being Resilient

Unit 6: Dealing with Anger
Managing Our Own Anger
Handling the Anger of Others

Unit 7: Managing Stress
Adjusting Your Attitude



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