

Leading People Through Change

Change always provides challenges for employees that requires support, constructive mindsets and skills for all concerned to navigate from the 'old to the new' as smoothly and quickly as possible.

We have all experienced huge amounts of change over the recent past and it is true to say that some of it could have been handled better. By being conscious of the way people, including ourselves, experience change, we are better equipped to support others through that transition.

This workshop will provide leaders with the processes and positive psychology to enhance their ability move their people through the current changes, equipping them to deal with the challenges we're all experiencing right now, and providing greater ability to deal with future changes.

Participants will:

- ▶ Understand what happens psychologically when people experience change, why they resist and what challenges they face during the current climate and beyond
- ▶ Recognise the thinking and behaviours that slow down change processes – and how to influence these
- ▶ Recognise the need to balance objectivity with empathy to help people make the change journey
- ▶ Develop a plan to help staff along the change journey, establishing new practice and achieving efficiency in these new circumstances

Before attending:

(We'll be using the outputs of this work during the session, so we ask participants to:)

1. Reflect upon experiences you've had during changes in your life. Consider both positive and more challenging situations as well as those you actively chose and those imposed upon you. What was your journey like through those times? How did you react through the process?
2. Consider what change challenge you and the team are facing right now. What's happening? Why does it need to change? What does the future look like and what are the benefits of the change?



3. Think of your team and the different characters in it. How are they likely to react to this change? Positively? Sceptically? Disastrously? How might you deal with those reactions?

Session length: 2 hours

