



endor
learn and develop

Change, evolve and adapt

how to embrace change and support others

Course summary

While it's widely accepted that change is the only constant, individual responses to any imposed change are rarely straightforward. There are numerous training programmes available on planning change, managing change, leading the process of change, but very few which deal exclusively with what is now acknowledged to be the biggest single determinant of any change initiative's success – the people. Dealing with change is of course, a very personal experience and one which can be uncomfortable, stressful and even worrying at times. But the good news is, there are many practical steps you can take to make coping with constant change easier. This programme concentrates on the impact of change at a human level: what is it like going through change in the workplace, how it feels during periods of uncertainty and the potential effect on productivity levels. It focuses on how to anticipate likely responses to change, deal with variations in perception of the change and how to cope effectively with ambiguity and build resilience during times of flux.

By building personal adaptability, the programme provides tested tools and techniques to flourish and sustain high performance under challenging and changing situations. We cover the inevitable and unforeseen responses to change and share a variety of methods to help both you and your colleagues fully embrace change. *'For the new to begin, the old must end, and with it people's emotional attachment to it.'*

Who is it for?



Suitable for all employees and managers. Focuses exclusively on the consequences of change - the impact on people. How to survive and progress during transitions and how to help others embrace change.

Learning outcomes

By the end of the course, you will be able to:

- Assess the human impact of change on yourself and others.
- Identify ways to overcome any obstacles or resistance to change.
- Demonstrate the behaviours most associated with productive change orientation.
- Minimise anxieties about change and increase personal resilience levels.
- Develop methods to harness enthusiasm and build commitment.
- Deal confidently with ambiguity and the unknown during times of adaptation.
- Introduce practical measures to support others during the change cycle.
- Practice proven techniques to communicate key messages effectively.
- Discover how to play to strengths and work with diverse responses to change.
- Adapt to changing circumstances and embrace new ideas and approaches.

What else do I need to know?

One day programme.

Use of mobile phones is encouraged during the session.

Part of the **Involve and Inspire** suite of programmes.

Links to: **Collaborate**, **Constructive Feedback** and **The Creative Mindset**

To find out more, or discuss your requirements please contact us:



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skills programmes since 2002

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