

Better understand your reactions to change. Become more resilient. Become change-ready.

Why should people attend this workshop?

Coping with change is often challenging for people at work and in life in general. It can create fear, uncertainty, doubt and stress. But it can also create incredible opportunities for learning and growth.

This workshop is all about **individuals** learning to **deal with their own reactions to change** when all around them is changing. Based on over 15 years of Changefirst research that is incorporated in the **PCI®** (People-Centred Implementation) **methodology** the workshop shows participants how to become **more resilient to change**, in addition to helping them navigate the inevitable turbulence of change. It helps participants improve personal effectiveness during change and to modify their behaviour **to be more effective during change**.

How long is the workshop?

The Thriving Through Change workshop is a ½ day training programme.

Who is this workshop for?

Anyone working in an organisation which is **under-going** or is about to **undergo major change**.



By the end of the workshop participants will be able to:

Understand their **attitudes to change** and uncertainty



Understand and analyze how they **personally react** to change



Identify **personal tactics** that will enable them to be **more change-ready**



Increase their own **personal resilience** during a wide variety of change scenarios



“98.4% of respondents would recommend Changefirst’s workshop to their colleagues”

Source: Changefirst ongoing research with customers

Workshop Content – Thriving through Change

Session	Content
Introduction	<ul style="list-style-type: none">• Change experience exercise• Understanding the challenge of change for yourself and others
My attitudes to change	<ul style="list-style-type: none">• Insight into how personal attitudes drive actions and results during change• The part that can be played in effective change by scripts and re-framing• Identifying actions to reframe change attitudes
Becoming more resilient	<ul style="list-style-type: none">• Characteristics of resilient people, profile examples and practice• Action learning – individual work and peer review and coaching• Identifying actions to enhance personal resilience
Understanding my reactions to change	<ul style="list-style-type: none">• Understanding the “Reactions to Change” curve• Identifying tactics to help you manage your own reactions to change• Action learning – individual planning for your own situation

What do participants receive?

- 3½ hours of practical, action learning
- Detailed workbook full of tactics and advice participants can use back in the workplace
- The personal techniques and resources they need to be more change ready and resilient in their day-to-day work environment

Timo Helosuo,
Director,
Program Management
Strategy & Business
Development,
Nokia Mobile Phones

“Changefirst have worked with the Nokia Mobile Phones (NMP) Business for the past 3 years and have partnered effectively with us to design and deliver a range of change management training solutions. They have especially helped us in designing and delivering a highly effective change leadership programme which has been completed by NMP’s top 250 leaders. We selected changefirst as a partner because of their change management & leadership knowledge, practical, hands on change experience and willingness to customize their approach to meet Nokia’s needs.”

How do I book a **Thriving Through Change Workshop** for my organisation?

If you would like more information about our change management solutions contact us on +44 (0)1444 450777, enquiries@changefirst.com or log onto www.changefirst.com

Changefirst Ltd.
Mill House, Borde Hill Lane, Haywards Heath,
West Sussex RH16 1XR UK
Tel: +44 1444 450 777

Changefirst Australia/New Zealand
PO Box 3042, Eltham, Victoria, Australia, 3095
Ian Roughsedge
Tel: +61 3 9439 1499 Email: info@changefirst.com.au

Changefirst’s PCI® is a licensed product and is protected by copyright laws.
Copyright © Changefirst Limited 2009. All rights reserved.

Changefirst
www.changefirst.com