



distinctions

## Changing Times

**The one thing you can always count on** is that things will change. Yet, while we know and understand this, we inevitably resist and react to change. We often filter change through judgment, assessment, evaluation, past experience and opinions. These filters have a limiting affect. Additionally, people have a general concern for “what’s in it for me”, even more so at work. This too limits people in accepting and embracing change. The success of an organization experiencing change often depends on how people react and adapt to change.

In this program participants understand how they react to change and the habits they have in dealing with it. Through a series of self-discovery exercises and an assessment instrument, individuals better appreciate their own reaction and possible anxiety related to change. Through increased self-awareness, employees can better anticipate, embrace and manage the change process.

When an organization discusses and explains the ‘why’s’ of change with their employees, they better understand the actions needed to anticipate, plan and execute a change initiative. Participants learn how to develop new habits regarding their reactions to change and how to make change a positive experience.

### Objectives

- Enable participants to positively react to change.
- Empower employees to understand the causes of change and how it applies to them.
- Develop the ability to embrace change and engage in causing change to occur with others.
- Learn how to anticipate their reaction to change initiatives and formulate action plans to overcome them.
- Understand key success factors in change management initiatives.
- Acquire the skills to champion and facilitate change within the organization.

#### As a result of the program, participants will learn to:

- Apply positive and proactive ways for responding to change.
- Hone skills in communicating, listening, and dealing with others – especially as it relates to communicating key messages around change initiatives.
- Identify ways to be in action in the face of change.
- Address their individual concerns regarding the impact of change.