



## **COPING WITH CHANGE**

**The workshop addresses: What is change? Why does it happen? How do people react to change? Since the effects of major organisational change can have an ongoing impact on our lives the course will explore how change affects us and how we can take action to develop personal strategies for managing the effects of change ourselves.**

### **Aims -**

- To provide delegates with ideas and support strategies that can be immediately utilised in order to cope with the management of change.

### **Objectives -**

- To understand the causes, sources and types of change
- To understand our own responses to change
- To develop strategies for coping with the effects of change
- To be able to identify opportunities for personal growth within a changing environment

### **Content -**

- Personal learning objectives
- The 'Transitional Change Curve' – the journey
- Warner Burke Questionnaire and Stress Factors chart
- Organisational and rational change versus human and emotional change
- Maps of the Territory – no problem/big problem
- The Energy Investment Model – Spectators, Players, Victims and Cynics
- Team dynamics and change – Forming, Storming, Norming, Performing and Mourning
- Strategies for managing change
- Comfort zones and areas of control, influence and concern
- Kurt Lewin models – Force Field Analysis and Freezing and Unfreezing
- Symptoms of reaction to change and tips for handling them
- Reframing situations to create opportunities
- ABCDE Model for managing emotions for productive results
- 'Can't to can' model for breaking through limiting beliefs and behaviours
- One for all and all for one – behaviour breeds behaviour
- Case studies

### **Workshop ethos and comfort factors** ☺

- The session will start and finish on time with the appropriate comfort breaks.
- Delegates should wear comfortable casual attire.
- All delegates should come prepared to take part in the activities and be assured that their contribution will be valued.
- Refreshments will be provided.

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