

Thriving on change

Who it is for

Managers, change agents and HR practitioners in organisations which are undergoing significant change.

The course works at two levels: handling specific changes and adjusting to the new world of constant change and new employment relationships.

Objectives

By the end of the course participants will:

- Understand why change is now the only constant and what this means for employment relationships.
- Be able to make sense of their own and others' reactions to change.
- Understand a range of interventions which can be used to facilitate coping with change.
- Understand approaches to self-management during transitions and have reviewed their own approaches.
- Have reviewed the skills and strategies necessary for survival in a world of constant change and job insecurity and developed a personal action plan.

Content

- Changes in work and employment.
- The process of personal transition.
- Diagnosing where oneself and others are in the process.
- Interventions to help others.
- Managing oneself through a transition.
- Skills and strategies for the new world of constant change.

Approach

The course consists of a series of inputs and activities designed to foster increased insight and awareness of how to thrive on change. Participants also produce an action plan.

Duration

One or two days.

Tailoring

The course is tailored to individual client needs and could also include practice to develop the necessary helping skills or a process of feedback to management.

