

## Managing Change

### **How to support your team through change ...**

We are all faced with changes during our lives, some we welcome and some we don't. When change comes as a shock it has the potential to rock our lives and have a lasting impact on our self-esteem.



As the manager responsible for implementing change, your actions will play a key role in determining whether the change is quickly adopted by the team and the anticipated benefits achieved or not. If you get it right, whether people accept or reject the change, you can help them to achieve a positive outcome from it.

This facilitated workshop is designed to help managers understand what happens to people when faced with change and identify practical ways in which they can support their team during a time of change. We explore the reactions people have to change and how they can use members of the team to help implement the changes. We look at the change curve and learn to recognise the resulting emotions and identify how managers can support individuals at the different stages of the journey.

On completion of the workshop delegates will know how to :-

- Create a strategy to support their team through the change
- Respond to employees reactions in a helpful and resolving way
- Support their team emotionally throughout the change process

## Course Content

### MORNING

#### Understanding & Planning for Change

- Reactions to change  
*adopters, followers, antagonists, agnostics*
- The change curve  
*the emotional journey of change*
- Creating an implementation strategy  
*maximising the teams influence*

### AFTERNOON

#### Making Change a Success

- Crucial discussions  
*overcoming obstacles for individuals*
- Taking care of me  
*my emotional reaction*
- Celebrating the Journey  
*identifying key milestones*

The workshop provides an important opportunity for those responsible for managing change to think, plan and prepare themselves to manage the process effectively.

