

# DEALING WITH CHANGE

*How to positively embrace change*

## OVERVIEW

**Change happens! It's pointless trying to ignore it or resist it – neither of these is an effective strategy for making your life easier or furthering your career.**

We all need to embrace change positively. But that's easier said than done.

This workshop will help. It's an opportunity to understand how we're all affected by change in different ways and to explore a range of possible responses to it.

You'll leave the session with practical tools and techniques that enable you to embrace

change in a way that promotes and sustains success, both organisationally and personally.

## WHAT'S IN IT FOR YOU?

- Understand why most people find change challenging when they have limited control over it
- Be aware of the Kübler-Ross change curve and know how to manage your emotions better
- Understand how people cope with change differently and the strategies they use
- Recognise the role beliefs play in resisting and embracing change and how to reframe limiting beliefs
- Know what you can do to support change initiatives and think creatively to make things work
- Be more aware of the need for change and the role you can play in challenging the status quo
- Have increased confidence in your ability to deal with change effectively

# WORKSHOP OUTLINE

(Full-day version, 9.30 – 5.00)

## 1 Why change is constant

- Today's environment
- Change and personal career success
- Change and organisational success

## 2 Understanding change

- Personal experiences of change
- What neuroscience tells us about how people deal with change

## 3 The Kübler-Ross curve

- Exploring the Kübler-Ross change curve
  - Shock
  - Denial
  - Frustration
  - Depression
  - Experiment
  - Decision
  - Integration
- How to move through the curve in a healthy way and deal with emotions rather than store them up
- Change questionnaire – the SARAH model
- How to manage our sense of control (using the circle of concern and the circle of influence) to help us let go of the things we cannot control in times of change

## 4 Managing emotions

- The importance of experiencing emotions rather than suppressing them
- How we can hear the messages our emotions bring to us
- How labelling emotions can help alleviate them

- The PTFAR model for managing emotions
  - Programming
  - Thoughts
  - Feelings
  - Actions
  - Results

## 5 Coping strategies for change

- Control v escape coping
- The transactional model of coping
- How to choose the most appropriate strategy

## 6 Beliefs and change

- How beliefs drive behaviour
- Limiting and empowering beliefs
- How to reframe beliefs

## 7 Be a change agent

- Change isn't all 'top-down'
- Disruptors in the marketplace
- The aggregation of marginal gains

## 8 Actions and next steps

- Review
- Personal action planning
- Next steps