

# Leading through change

Every workplace is changing at an ever-faster rate. Change is exponential, relentless and ongoing. It is our main constant and many people are bewildered by the experience and struggle to meet the challenges that constant change brings. Leaders often find it very difficult to

*Leading through change* is an interactive full-day program that provides leaders with the understanding of how most people respond to change, and what they can do to help people work more easily and positively during times of change. Participants will learn and experience the most effective approach to implementing change in organisations.

Participants are also encouraged to attend our *Coping with change* program.

## Recommended for

Any leader – new or experienced, at any level – who wants to know how to help their people through change while maintaining productivity. Anyone involved in workplace change or who needs to work with groups to achieve positive outcomes during change.

## Purpose of the program

Participants will develop the attitudes, understanding and basic skills to plan for, implement and effectively lead their teams through organisational change.

## Program content

- The nature and sources of current workplace change
- The history of change in organisations and personal experiences of change
- The most effective approach to organizational change
- The change curve – the predictable way in which change occurs and how people respond to change
- How to recognise where people are in their change journey
- The different leadership actions and behaviours required for people at the different stages of change
- The effective actions leaders need to take to assist resisters and adapters through each stage of change

## Learning outcomes

By the end of this workshop participants will have applied the change curve information to effective change leadership to a workplace change scenario. Using the approaches discussed, they will plan for, identify and practice the best ways of assisting their teams through change.

## Master the skills

This is a highly interactive and practical program. In the workshop, participants will explore and apply the learning to the changes happening to them. They will develop a plan for coping with the changes and building greater resilience in their organisation and teams during this time.

Discover it, learn it, practise it, make it your own  
***then do it for real!***