

Working in an Uncertain/Changing Environment – Employee Workshop

Workshop One: Foundations and Impacts of Change

Adapt and thrive in a changing environment



“We engage people with the adaptive work that they need to do.”

OVERVIEW

The saying goes that the only constant in life, and business, is change. With the increasing pace, scale and frequency of organisational change, your people will find themselves facing change that impacts either directly or indirectly on their careers and jobs, and those of their colleagues. The outcomes can be many and varied.

How we deal with these circumstances can determine our effective transition from one way of knowing and doing to another way. It will also affect the direction of our careers.

It is imperative that we understand the underlying principles of change and how to work effectively with others to facilitate transitions as we personally manage our change journeys.

Donington's success comes from engaging people with the adaptive work they need to do in today's fast-paced and changing environment.

WORKSHOP ONE

Two half-days or one full day

TOPICS

- Understanding the context of change – general global and local pressures for change, levels and scales of change
- Impacts of the pressures for change on an organisation and its people – personal experiences
- Understanding our own and others' responses and reactions to change
- The transition curve (John Fisher) – the stages of personal transition
- The change journey and typical stages people go through – understanding change journeys vary for each person
- Resistance to change – why natural resistance to change, the good and bad of resistance and strategies for managing it

OUTCOMES

Participants will:

- Be more aware of global and local forces for change and elements of relevance for the organisation and themselves
- Be more understanding of the impacts of change including how individuals vary in tolerance, resilience and ability to move through to stages of engagement, productivity and efficiency as well as taking other career choices
- Consider and develop strategies for managing their own personal resistance to change