

Managing Change

'It isn't the changes that do you in, it's the transitions. Change is not the same as transition. Change is situational: the new site, the new boss, the new team roles, the new policy. Transition is the psychological process people go through to come to terms with the new situation. Change is external, transition is internal.'

William Bridges

This workshop will focus on ways to manage both the situational aspects of change and how to help staff go through the internal process of transition.

Course Objectives:

At the end of the course participants will be able to:

1. Recognise the different stages of the change cycle.
2. Identify tools and techniques available to help manage the situational aspects of change.
3. Outline ways to help people through personal transition during the change cycle

Course Content:

- Identifying some of the tools and techniques that can be used to analyse and plan for change effectively.
- The stages of the change cycle.
- Ways to help people make the psychological transitions that are necessary for change to be successful.
- Communicating during times of change.
- Keeping staff motivated during periods of change.
- Reviewing the reasons people resist change and exploring ways to handle different reactions to change.