



Preparing Yourself for CHANGE



TAKING A LOOK AT THE PERSONAL SIDE OF CHANGE...

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You can't escape change these days – it's all around us and the pace is picking up. All organisations now undergo constant change. Each change may be different - but the general direction is clear - more, not less, change is now "the norm".

It's no use hoping things won't change and will stay the same as they are – they just won't. Change means doing things differently – and this can be uncomfortable. It means leaving behind routines we've grown used to, as we learn to try out new ways to do things.

Feeling flung into change processes over which we have little control causes us to become instinctively defensive. Denial, resistance, frustration and a sense of helplessness are normal reactions everyone experiences to some degree or other. But prolonged feelings like this detract from both personal and work effectiveness.....

Coping with change is stressful – even for those in control of it. Of course, it's twice as stressful for those who have to cope with change and don't feel much in control of it at all. The unpredictability of change unnerves the best of us.

What's this Program About?

Many organisations fixate on planning details of the new procedures, new technology or the new tasks needed for a change and neglect the most important element - people.

Preparing Yourself for Change is a half- or full-day program that takes a look at the personal side of change and how people can prepare themselves better for it. It will help you to:

- ☑ Understand change, how you manage it personally and give you the tools to navigate your way through it...
- ☑ Identify the impacts change has on you and reflect on your responses and reactions to it...
- ☑ Convert anxiety, denial and resistance into constructive change energy...
- ☑ Develop personal prescriptions for engaging with change constructively...

Change is complex, scary and often very messy. We hear the voice of the change-challenged and the change-fatigued everywhere. "There's too much change. We're falling behind in our everyday work." "Can we not use the word change please – it makes people nervous." "It's just another change fad – it'll blow over and things will go back to normal like they always do."

Some topics we'll Touch on...

The way people personally respond to the constant changes organisations ask of them is critical. Whatever shape change takes, people need tools to help them learn how to change and learn how to cope with it constructively.

The program covers key change preparation topics like...

- ☐ How people change and why we hate to: 4 phases in the Change Cycle
- ☐ Why is change difficult: Facts, fears and fantasies?
- ☐ Taking your change temperature: How do I respond to change - attitudes and reactions
- ☐ Getting 'unstuck': Leaving the past behind
- ☐ Change limiting and empowering beliefs: Reframing your mental models about change
- ☐ The emotional side: How you feel about change
- ☐ Conversations: Talking your way through change
- ☐ Engaging with change: Identifying your personal assets and liabilities
- ☐ Identifying change opportunities and threats: Preparing and planning for change
- ☐ Assessing change-ability and dissecting your own change resistance
- ☐ Increasing your change cope-ability: personal prescriptions for handling change

This program is not designed to force you to change your mind about change or mindlessly accept any change. It is about exploring how you respond to change and some personal strategies and tools for handling it. What you decide to think about particular changes and how you decide to engage with them is ultimately up to you.

Sessions will be facilitated by Bill Cropper

- Director of The Change Forum.



Bill Cropper has been working in the field of workplace improvement and culture change for around 20 years. He has a wealth of practical experience in strategic change management, leadership coaching, team development and group facilitation in a wide range of federal, state and local government organisations throughout Australia, working comfortably with individuals and groups at all levels. For the past several years Bill has been running a range of public skills development programs on areas of personal and organisational change – eg. *Conversational Coaching, Working & Leading with Emotional Intelligence, Leading through Teams* and *Leading Change* – as well as providing tailored in-house programs on workplace improvement, personal mastery, leadership and team-working.