

Contact:

Email - ros@shapingchange.com.au

Ph - 0417 572 770

TRAILBLAZERS: LEADING CHANGE IN UNPREDICTABLE TIMES

When someone first learns about a change they will instantly screen for what the change means to them. This instant screening is primarily to determine the likelihood of loss to the person. They will be most worried about whether the change has negative implications for them. If taken by surprise, their loss anxiety increases.

People have very individual drivers for how they approach change, based on a combination of experience and personality factors. At Shaping Change we are accredited experts in how humans behave in organisational settings.

This program will set up the managers and team leaders for success in leading change and combines theory and tools with facilitated discussion and action planning.

With good management skills, teams perceive change as a challenging opportunity, rather than a danger to avoid. Utilising a deep knowledge of human behaviour during change, we unpack the impacts of change on teams, we explore the role of the leader in a change process, and we use practical tools, templates and checklists to enable and empower your managers in leading and supporting people through the change. Participants will:

- Understand the Kotter model of change, and the Change Equation as tools
- Understand the how change impacts people
- Appreciate loss aversion and human instincts about change
- Understand how people react to change and why they resist change
- Utilise tools and methods to manage resistance to change
- Have tools to build resilience in self and in others
- There are two levels of this program
- Leading Change for managers, and Leading With Authenticity in Times of Change for your senior team.