

Embracing Change

Background	The pace of change continues to increase for all of us – and if one thing's certain, it's that the pace, depth and challenge of change is not going to ease! We know that despite their high levels of commitment and skill, managers, staff and volunteers often find dealing and responding to change highly challenging, and that both health and performance can suffer as a result. To thrive in these challenging times, organisations and services need to be 'change competent and change confident' and that will only be the case if our staff are '<i>change competent and change confident</i>' too
Target Group	This programme is intended to benefit: • Supervisors, staff and volunteers • Those who are experiencing or about to experience change at work • Those who have front line responsibility for implementing change and for supporting others through change
Programme Aims	The principal aim of this programme is to enable participants to respond positively to organisational, team or service level change such that they may better contribute to building successful outcomes.
Programme Content	By the end of the programme, participants will: • Have an understanding of the human impact of change • Understand the 'grief cycle' and how it relates to change at work • Recognise what factors in a change journey most lead to successful change outcomes • Recognise helpful and unhelpful change responses in themselves and others, and identified strategies for minimising negative and maximising positive impact • Developed a personal action plan for contributing positively to delivering successful change This programme will be highly interactive and practical. Participants will get the best possible value by bringing a current and real example of a change journey or challenge that they can work on through the day.
Organisational Benefits	• Contribute to building a 'change ready' organisation • Contribute to building a workforce that actively contributes to the implementation of change • Reduced stress leading to reduced sickness, reduced staff turnover and higher performance