

Embracing Change (Classroom-Based Course)

Outline, Agenda and Pricing

Introduction

People affected by change at work experience a wide range of emotions. Some will feel excited at the prospect of a new initiative, but all too often change is associated with uncertainty, anxiety, and disorientation, so it's no wonder that people resist it.

'Embracing Change' is a highly innovative training course **aimed at anyone going through or about to go through change**. It helps people to take control of change at work and in their lives outside of work, enabling them to become more adaptable and to experience change more positively by dispelling the causes of resistance.

There is an **option to centre the course on a specific ongoing or upcoming change**, allowing participants to figure out how they can work together to get the most out of the change. It is designed to be easily facilitated by a manager (or HR professionals) with their team.

The course helps people to step back and make rational choices about how to respond to new initiatives. It equips them with practical tools and techniques for working constructively with change, and insight into how this will benefit them as well as their organization.

It also helps leaders to work collaboratively with their teams to deliver change as they find themselves all pulling in the same direction.

Course Objectives

Learn how to:

- Adapt more positively and effectively to a current or upcoming change
- Benefit more from change inside or outside of work
- Recognise what drives people to support or oppose change
- Help eliminate the root causes of resistance to change
- Apply practical tools and techniques for engaging with change
- Create a plan to help embed change so that it delivers its intended benefits

How it Works

This classroom-based course is strongly orientated towards group activities and discussions. Short burst of expert insight is provided via video followed by highly interactive activities making it easy for in-house managers or HR professionals to run the course. Based around a Course Workbook training is delivered through a variety of methods (see below):

			
<p>Video Insights from Anthony Greenfield</p>	<p>Activities & Discussions</p>	<p>Stories</p>	<p>Questionnaire</p>
			
<p>Practical Tools</p>	<p>Practical Examples</p>	<p>Capture Learning and Actions</p>	<p>Key Concepts</p>

Participants typically work in teams of 4-6 people to engage in activities and discussions, and to share personal experiences and perspectives.

The course is normally run in-house at your organisation's premises or in a hired training room.

Your own in-house managers and experts can be **accredited** to run the course if you so wish.

Course Duration

This course typically takes **5 hours** depending in part on the level of discussion about ongoing and forthcoming change initiatives.

Benefits

Benefits to the individual learner

Learn to:

- Minimise the stress often associated with change
- Feel more certainty and in control of change
- Engage more productively with ongoing and upcoming initiatives
- Maximise the benefits of change for you and your colleagues
- Adapt to new habits and routines and to stick with them
- Help drive change to a positive conclusion

Benefits to the organization

- Enhanced organizational adaptability to ongoing and upcoming changes
- Increased workforce engagement and improved morale
- Delivery of the sustained benefits from change, whilst minimising disruption to operations and team morale
- Better return on investment in projects and new initiatives

Who Should Attend

Any employee affected by ongoing or forthcoming change.

Pricing

The cost of the **Embracing Change** classroom-based course is dependent on whether it is to be facilitated in-house (by your own accredited course leaders) or by one of our facilitators. A one-off course facilitated by Dr Anthony Greenfield is priced at £2,250 + VAT (excluding any expenses related to travel and classroom hire) for up to 15 participants. More information is available via info@5forcesofchange.com

Expert Insights

Expert insights are provided (via video) by Dr Anthony Greenfield, author of '*The 5 Forces of Change*' and '*5 Tales of Change*'. Where the course is not facilitated in-house Anthony will also act as the live facilitator.

Anthony has led major change in a range of industries and countries for over 30 years. Most recently, he supported Argos, South West Water and Jaguar Land Rover with their transformation programmes. He has trained hundreds of people in how to lead or take part in change at work and is on the Associate Faculty of Leeds University Business School and is a Visiting Lecturer at Bayes Business School. Anthony has received two UK National Training Awards for his work with Sainsbury's and Marks and Spencer supermarkets. See <https://www.linkedin.com/in/anthonygreenfield1>



Course Agenda

The course comprises seven sections, incorporating **a workbook, video-based insights, case examples, group activities, tools, templates, and plans.**

0. Welcome

- Objectives and benefits of the course
- Course Workbook
- How me and my colleagues will be affected by change: 1. *Certainty*, 2. *Purpose*, 3. *Control*, 4. *Connection*, and 5. *Success*
- Choosing how you respond to a change
- Capture learning and actions

1. Certainty

- Why uncertainty is stressful
- The impact of 'Crazy Time'
- Choosing my response to uncertainty

- Enhancing my ability to adapt to change and to benefit personally
- Capture learning and actions

2. Purpose

- My need for a sense of purpose
- Standing in the Vision
- Envisaging the positive outcomes of change
- Capture learning and actions

3. Control

- Feeling like a victim of change
- Increasing my sense of control over change
- The advantages of activity participating in change
- Capture learning and actions

4. Connection

- My connections to people, ideas, and habits at work
- The impact of change on my connections
- What I will lose, keep and gain as a result of a specific change
- Devising a ceremony to help me and my colleagues break with the past
- Capture learning and actions

5. Success

- Fear of failure
- The temptation to revert to old ways of working
- Seeking support to climbing the learning curve
- Capture learning and actions

6. Summary and Next Steps

- Finalise Lessons Learned and Planned Actions
- Putting it all into practice

This course is also available in a self-paced online format.

To book a course or for further information contact info@5forcesofchange.com or call +44 (0)7931 375 690.

See www.5forcesofchange.com for links to all courses and to purchase books via Amazon.