

Coping with Change

Course Overview

Change in our organisations is inevitable. In fact, in most organisations, it's just about the only constant. If organisations didn't change in response to market forces, they would eventually stagnate and collapse.

Despite this constant force however, most people are uncomfortable with organisational change. It may be a fear of the unknown or the desire to stay with what is comfortable. Coping with organisational change involves a process of acceptance by letting go of the old way and embracing the new world. Practicing some simple coping mechanisms can significantly increase our ability to deal with ongoing changes.

Program Format

This is a 2-hour program that can be delivered face-to-face or virtually.

Course Objectives

At the end of this course the participants should be able to:

- Develop an understanding of organisational change and the reasons why it is important.
- Use learned techniques and methods to overcome negativity.
- Distinguish between the different stages and phases of transition so you can move forward with less stress.

Course Outline

What Does Organisational Change Look Like?

Organisational change can be driven by internal or external forces and may take many forms, some more upsetting than others. It can take the form of:

- Changes to processes and procedures
- Upgrades to new systems and technologies
- Organisational restructures

Begin to identify the types of change currently impacting your organisation.

Why Do We Resist Change?

When we choose to implement a change in our own lives, we can be very excited about it. However, when change is imposed on us it can be a different story, largely because it is something over which we have little or no control.

Learning to identify why we are resistant to change and then focusing on those things over which you do have control will have a significant impact on your ability to manage your change journey.

The Phases Of Transition

Learn some simple techniques to help you:

- Let go of the old way
- Shift yourself into neutral mode
- Embrace the new process and move forward

Stages Of Change

Coping with change can often resemble to process of grieving the loss of something significant in our lives. Look at the different stages of coping with change and create strategies that will help you move through them quickly and smoothly.

Building Resilience

Some people have naturally high levels of resilience and others don't. Despite this, all of us can learn techniques to help build resilience to the stresses that impact us when organisational change occurs.

