

'Effective change management'

Business Scenario	Managing stress in an organisation that is undergoing change is difficult at the best of times. If it's not a new deadline then it's a new demand! Research shows that how we emotionally manage the situations around us directly affects our state of mind. This course workshop includes systems and techniques that can help you manage this change in an effective manner.
Who will Benefit?	This course is for anyone who recognises the effects of change, and wishes to learn how to handle and manage the changes happening around them more effectively. This course aims to cover a number of coping strategies. It will cover reactions to change; the four stages of change; and the techniques needed to manage change.
Course Objectives	<p>By the end of the course you will aim to:</p> <ul style="list-style-type: none"> ▪ Be aware of the merger and what changes are happening and why. Through an open discussion format. ▪ Recognise the stages of the change curve and what effect they will have on you. By identifying each stage and discussing typical feelings and responses. ▪ Be able to apply a range of change management techniques. Highlighting techniques such as Emotional Intelligence, Coping with Pressure, and self conditioning tools. ▪ Increase your influence in your organisation and boost morale. Through Effective Communication and Circles of Influence. ▪ Take greater control of situations. By responding instead of reacting (EI and Positive Attitude). ▪ Improve your decision making. By being aware of the factors that effect decisions.
Course Content	<ul style="list-style-type: none"> ▪ Communicating the change ▪ Dealing with the problems ▪ What makes us think, feel and act the way we do about change? ▪ How emotions effect our behaviour ▪ The benefits of being emotionally intelligent. ▪ The difference between responding & reacting ▪ Moving from negative to positive states ▪ Action planning
Course Features	Through open discussion, games and case studies, you will identify both the effects and benefits of working with techniques such as EI and Circles of Influence. Exercises and activities will encourage you to apply the techniques discussed to the current merger and your own situations.