



Change learning programme outline

Change is a constant in modern organisations. Our learning programmes help you forge your own path through the change which surrounds you, creating your own personal transition and exploring how you can use this to lead your team through change. To achieve this, our experienced psychologists guide you through practical models and provide you with techniques to help you plan to create change in your organisation.

Our modular and tailored approach enables us to offer a range of interventions from a series of workshops to three day courses. Below is a sample of content which could be covered in a three day course.

Sample programme content:

1. Bridges change model

- a. Understand how this model applies to you and your experience
- b. Consider how you can use this model to lead your team

2. Pro-activity in times of change

- a. Understand the importance of proactivity during change
- b. Identify ways you can become more proactive

3. Planning and communicating change

- a. Consider where you are now
- b. Create a vision of where you want to be
- c. Create a communication plan
- d. Conversations in organisations

4. Aligning change to strategic objectives

- a. Link change to strategic objectives
- b. Consider relevant measures of change

5. Using resistance to change

- a. How to effectively use resistance to change

6. Confidence in times of change

- a. Assess your confidence levels
- b. Identify ways you can look and feel more confident during change

7. Engaging people through change

- a. Motivating people towards change
- b. Participation, consultation and communication

8. Creating team visions

- a. Inspirational change leadership