

# Organizational Change and How to Deal with It

Managers traditionally have had the task of contributing to the effectiveness of their organization while maintaining high morale. Today, these roles often have to be balanced off with the reality of implementing changes imposed by senior management. Managers who have an understanding of the dynamics of change are better equipped to analyze the factors at play in their own particular circumstances, and to adopt practical strategies to deal with resistance. This workshop will help you deal with change and will give you strategies to bring back to your employees.

## Workshop Benefits:

- Accept that there are no normal or abnormal ways of reacting to change
- See change as an essential element that is positive
- Recognize that adapting to change is all about attitude
- Identify the stages of change we go through as we learn to deal with change
- See change as an opportunity for self-motivation and innovation
- Develop strategies for dealing with and accepting changes in your organization

## What Will Be Discussed?

- ✓ What is Change?
- ✓ The Change Cycle
- ✓ Who Moved My Cheese?
  - Relating to the Characters
  - Hem and Haw's Journey of Loss
- ✓ The Pace of Change
  - The Trend of Change
  - Case Study: Getting More from the Last Hour
- ✓ The Pyramid Response to Change
- ✓ A Four Room Apartment
- ✓ Dealing with Resistance
- ✓ Strategies for Dealing with Change
- ✓ Managing Anger
  - The Five Dimensions
  - Dealing with the Anger of Others
- ✓ Managing Stress

