



REVITALISE



REINVENTION
BUILDING BOLD AND BRAVE ORGANISATIONS

TRANSITIONING PEOPLE
THROUGH ORGANISATIONAL
CHANGE



PROGRAM DETAILS

Pre-workshop

- Pre-reading of related articles and thought-leadership

Workshop

- In the classroom and experiential-based learning
- Learn the Change Cycle and the Medicine Wheel Model
- Learn and practice Mindfulness techniques
- Manual provided

Post-workshop

- Option for continued one-on-one coaching to reinforce learning and skills development
- Option for leader-led half day sessions for employees

“Any transition serious enough to alter your definition of self will require not just small adjustments in your way of living and thinking but full-on metamorphosis” – Martha Beck

TRANSITIONS ARE A NATURAL PART OF LIFE

Though the circumstances and challenges always change, the key to navigating the course rests in our ability to successfully move forward positively and proactively in all aspects of our lives.

There is no question that the 21st century represents a time of unprecedented change and uncertainty, particularly in the world of work where mammoth shifts in the global economy means that leaders must be on the front foot in strategically anticipating what lies ahead, shaping the destiny of what is to come and illuminating the path that lies ahead for others to follow.

An important first step in the successful transition of people through organisational changes lies in the skills and abilities of organisational leaders to be able to effectively lead others through the change. Leaders must be able to recognise their own emotions and have the skills to help both themselves and others successfully navigate their way through change. At the end of this you will be able to effectively help your people move through imminent changes successfully, help them re-engage and return to productivity.

This program is intended for anyone needing to assist others transition through organisational change such as downsizing, restructures, shut-downs, M & A, culture shift or, managing demoralised workforces.

LEARNING OUTCOMES

- Be able to strategically communicate key information regarding the change to others in a constructive and inspiring way
- Understand your own psychological reactions to the change(s) and be able to successfully manage your own and the emotions of others e.g. we look into specific psychological states relating to organisation-specific scenarios e.g. survivor guilt
- Develop the skills to facilitate forums for sharing emotions to accelerate the healing of wounds and move to productivity and collaborative teamwork
- Develop strategies to deal with their own feelings and those of others' and intervene successfully
- Know how to authentically inspire and re-engage employees in the workplace
- Know how to lead to revitalise the work place