



## RESPONDING TO CHANGE

### Learning Objectives

This hands-on one day workshop leverages the latest thinking in cognitive neuroscience and is designed for employees to better understand how to respond in times of change.

By the end of this workshop participants will be able to:

- Recognize how change is changing in the work place
- Articulate the importance of resilience in dealing with change
- Reframe how they think about their relationship with change
- Contrast resistance to change with resistance to losing control
- Identify the sources of dysfunctional responses to change
- Challenge their underlying assumptions to change
- Develop a process for getting what they need to respond to changes that affect them
- Articulate the interdependency that exists between them and their managers in times of change

## PROGRAM FLOW

### KEY CONTENT AREAS

#### Welcome

- Introduction, Learning Objectives

#### Change

- Increasing Impact and Frequency
- The Nature of Change
- Types of Reactions
- Dysfunctional Responses

#### Resilience

- Definition and Importance
- Positive, Purposeful, Flexible, Organized and Proactive

#### Positive

- The Power of the Status Quo
- Risk Aversion and Fight or Flight
- Mindset – Past and Future
- Neuroplasticity – Create New Pathways
- Re-label, Re-frame, Re-focus, Re-value

#### Purposeful

- Circle of Concern and Letting Go
- Kaleidoscope Activity

#### Flexible

- Knowers vs. Learners
- Tappers and Listeners
- Reframing – System One vs. System Two
- Accommodate vs. Assimilate

#### Organized

- Key Questions in Any Change

#### Proactive – Getting What You Need

- You and Your Manager – Mutual Interdependence
- Seeking Understanding
- Advocating Appropriately

#### Workshop Close

- Action Plan
- Evaluation