



OVERVIEW

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 the workplace
- 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 – 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