



It's Time to Change

This eight-hour course, *It's Time to Change*, provides an environment for discussing change – the difficulties, the advantages and the necessity. It introduces change principles and frameworks that help participants develop a healthy mindset for change, prepare for changes and identify how to help others. Participants can apply their learning to a real-life change situation that they are, or will be, facing within their respective workplaces. A change readiness assessment tool is provided. This course uses a highly interactive teaching style, combining team initiatives and group discussions with relevant theory and change principles to make a rich and engaging learning environment.

PROGRAM OBJECTIVES:

- Recognize the emotional stages of change and the characteristic of each stage
- Recognize how to move through the stages
- Recognize why and how people resist change
- Identify what they need from others to help accept and support the change
- Review key stress concepts

COURSE CONTENT:

Developing a Mindset for Change: change simulation, change paradigms

Resistance to Change: why and how people resist change, emotional stages of change, transition model

Change Initiative: team initiative

Stress Basics: stress reduction techniques, ideas for helping others

Change Readiness Assessment: evaluating personal readiness to change in a specific situation