

Driving Change

Recognise and grasp the opportunity for change

3gHR's Driving Change programme explores the value of creativity that change brings and the role Managers play in promoting a culture of innovation and change.

Change can make many people feel uncomfortable, and yet it is now a way of life. Without change, people and business would stagnate.

This programme helps Managers to respond to change in a proactive and positive way; planning for change and trying to keep ahead as opposed to being reactive, responding only when they have to, or too late.

Another key role for Managers in times of change is to steer their teams through periods of uncertainty. Too often this can result in drops in performance, disengagement or stress. Understanding how people react to change and recognising the signs of resistance can help to prevent derailment.

Helping people to move through the 'change curve' can speed up the process of change and expedite the positive stages of exploration and commitment.

The Learning Outcomes

- Adapt to new situations
- See change as an opportunity
- Understand the various types of change
- Understand the process of change
- Appreciate how communication is vital during times of uncertainty and change
- Recognise the emotional response change can elicit in themselves and others
- Recognise and respond to others' concerns about change
- Articulate how change will be of benefit
- Coach individuals to address challenges and opportunities afforded by change
- Adapt personal style in light of people's reactions to change
- Identify where there may be opportunities to apply innovation and how to access them
- Identify barriers to change, and start to generate solutions to overcome them

