

Better understand your reactions to change.  
Become more resilient. Become change-ready.

## Why should people attend this workshop?

**Coping with change** is often challenging for people at work and in life in general. It can create fear, uncertainty, doubt and stress. But it can also create incredible opportunities for learning and growth.

This workshop is all about **individuals** learning to **deal with their own reactions to change** when all around them is changing. Based on over 15 years of Changefirst research that is incorporated in the **PCI®** (People-Centred Implementation) **methodology** the workshop shows participants how to become **more resilient to change**, in addition to helping them navigate the inevitable turbulence of change. It helps participants improve personal effectiveness during change and to modify their behaviour **to be more effective during change**.

## How long is the workshop?

The Thriving Through Change workshop is a ½ day training programme.

## Who is this workshop for?

Anyone working in an organisation which is **under-going** or is about to **undergo major change**.



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

- Understand their **attitudes to change** and uncertainty ✓
- Understand and analyze how they **personally react** to change ✓
- Identify **personal tactics** that will enable them to be **more change-ready** ✓
- Increase their own **personal resilience** during a wide variety of change scenarios ✓

“98.4%  
of respondents  
would  
recommend  
Changefirst’s  
workshop  
to their  
colleagues”

Source: Changefirst ongoing research with customers

## Workshop Content – Thriving through Change

Session	Content
Introduction	<ul style="list-style-type: none"><li>• Change experience exercise</li><li>• Understanding the challenge of change for yourself and others</li></ul>
My attitudes to change	<ul style="list-style-type: none"><li>• Insight into how personal attitudes drive actions and results during change</li><li>• The part that can be played in effective change by scripts and re-framing</li><li>• Identifying actions to reframe change attitudes</li></ul>
Becoming more resilient	<ul style="list-style-type: none"><li>• Characteristics of resilient people, profile examples and practice</li><li>• Action learning – individual work and peer review and coaching</li><li>• Identifying actions to enhance personal resilience</li></ul>
Understanding my reactions to change	<ul style="list-style-type: none"><li>• Understanding the “Reactions to Change” curve</li><li>• Identifying tactics to help you manage your own reactions to change</li><li>• Action learning – individual planning for your own situation</li></ul>

### What do participants receive?

- 3½ hours of practical, action learning
- Detailed workbook full of tactics and advice participants can use back in the workplace
- The personal techniques and resources they need to be more change ready and resilient in their day-to-day work environment

**Timo Helosuo,**  
**Director,**  
Program Management  
Strategy & Business  
Development,  
Nokia Mobile Phones

“Changefirst have worked with the Nokia Mobile Phones (NMP) Business for the past 3 years and have partnered effectively with us to design and deliver a range of change management training solutions. They have especially helped us in designing and delivering a highly effective change leadership programme which has been completed by NMP’s top 250 leaders. We selected changefirst as a partner because of their change management & leadership knowledge, practical, hands on change experience and willingness to customize their approach to meet Nokia’s needs.”

### How do I book a **Thriving Through Change Workshop** for my organisation?

If you would like more information about our change management solutions contact us on +44 (0)1444 450777, enquiries@changefirst.com or log onto [www.changefirst.com](http://www.changefirst.com)

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