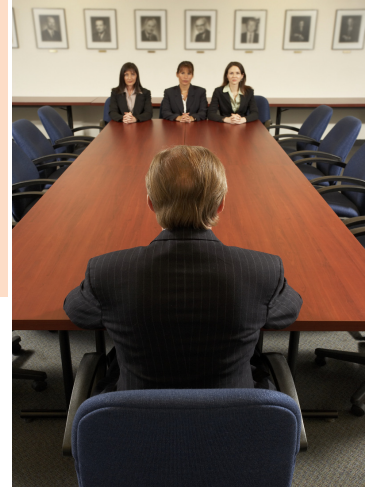


Change Management for In-house Employees

This workshop will introduce the changes planned by an organisation to its employees in an environment of both information and support. Sometimes change requires leading people beyond their comfort zone. This workshop can form a key step in your company's corporate communications. This will inform, engage and challenge employees to actively participate in the challenges of change, and to find positive, constructive responses to changing business environments.



Content

The workshop will have 2 key themes:

- what the company is doing with change and why and how this may affect employees,
- how they can adapt in their work, in their thinking and emotions.

It includes:

- the trends in how business is changing both globally and locally.
- the changes being implemented by the company and the common ground for all parties
- 4 key influencers in any change process
- 5 levels of change within an organisation

Finally, this workshop hopes to motivate employees, extending their network and having fun.

Workshop results

- Employees will know what they can change and what they can't
- Understand the changes that will affect them and others around them,
- Resourcefully motivate and communicate with other people in order to promote key goals
- Understand their own response to change using a (eg DiSC) personality assessment tool
- Encourage others to be positive and optimistic about change

Who will benefit from this workshop

In-house teams / departments who want to develop a strong change culture and understanding. This means managers and employees collaborate to create the workplace environment where all can succeed. It can be run as a one-off workshop or as part of a strategic conference. The workshop also works well for team leaders and managers, of any experience level, hoping to improve their leadership of change.

Workshop length

This workshop can be delivered as a half day to a two-day intervention, depending on the blend of theory and practice desired.

Testimonial

"...the group game and your explanation is really useful and meaningful. Personally, I am highly appreciated your sharing about your story to me which inspire and affect me completely. Thanks again."

Shanghai - 2007



Moments of truth*

- When a company requires employees to commit to new company initiatives
- When information is cascaded
- When employees talk privately about what they really think of the company changes
- When people want to know exactly what they are being asked to do
- When people feel fear and confusion about a change
- When Head Office and the Line teams need to work closely together

* Situations and events in business in which specific knowledge and skills will make the difference between success or failure.