

“Change Strong”

Powering Change

WORKSHOP OVERVIEW



This workshop enables people at all levels of organizations to take control of the changes that are impacting their work. It provides the tools and framework to respond to change that is imposed by external forces with strength and focus. For those of us who are leading change efforts, it provides a system to activate the strengths, minds and emotions of the folks who will implement the changes and respond to the challenges that emerge during implementation.

LEARNING OBJECTIVES

You'll acquire tools that will help you to

- Sell the change to yourself and others
- Be resilient in the face of set backs
- Respond with agility to changing priorities
- Create sustainability and resilience
- Engage your sub conscious mind in support of change
- Stick with change when it is uncomfortable

Narratives

- Identify current and upcoming changes
- Describe the narrative surrounding the changes
- Reframe from negative to neutral to positive

Emotions

- Identify emotional responses to change
- Impacts of emotion on change initiatives
- Isolation vs. connection

Promotion

- Describe the benefits of change
- Risk mitigation strategies
- Leverage strengths

Mindset

- Growth vs. fixed mindset
- Inputs vs. output measurements
- Celebrate meaningful progress

Agility

- Pivot in response to feedback loops
- Building on fire vs. recoverable mistakes
- Redundancy and prioritization

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Strength

- Connect emotions and decision making
- Respect boundaries and limits
- Question constraints

Habit

- Stop start and continue practices
- Connect actions, attitudes and beliefs
- Discomfort signals – using the unconscious mind

Discipline

- Commitment and follow through – advertise it
- Backsliding towards progress – forgiveness and will power
- The 5 second rule – do it before you overthink it

Action Learning Activity

- Peer coaching
- Work on a real work change identified in the program
- Apply the SMASH'D change model

AUDIENCE & GROUP SIZE

Designed for all employees who desire results and who want to make a difference in their workplace, **Change Strong** is a one-day workshop. We recommend a group size of 6 - 20 participants. This instructor-led, classroom-based/remote workshop will ensure participants receive hands-on training with real-life applications.

WORKSHOP MATERIALS

Each participant is provided a workbook with reference materials and completes assessment tools before and during the program. Each participant also creates additional materials, personalized to his or her own workplace situation. The combination of these three elements creates a reference manual that is used throughout the year.