

## DEALING WITH CHANGE

| LOCATION | DURATION | No. of DELEGATES | COST per person |
|----------|----------|------------------|-----------------|
| On-site  | 1.5 days | 4 - 15           | £375.00         |

**This course will give you the ability to view change dispassionately, to review the possibilities that may arise as a result of change occurring and to practise putting yourself into a state of being alert and prepared to make the best of future situations**

### OUTLINE

Change surrounds us and permeates our lives. We choose whether it just happens to us or we manage it when it does. Many fear or dislike change and, therefore, rather than managing it they expend energy in, usually futile, resistance to it. Some change is imposed on us and some we choose. Just because we choose it does not mean that accepting it and dealing with it is easy. Much change is unstoppable, that does not mean that it cannot be slowed, understood and harnessed.

One interesting thing about change is that it never, ever has the results predicted. The gurus of the future are always proved wrong in significant ways. This is because although change happens to us, and people react to it in various ways, people change change itself.

It is also because: **MTBD > MTBS** - The Mean Time Between Decisions is greater than the Mean Time Between Surprises. In most organisations it takes longer to make a decision than it does for the assumption on which the decision is based to change in some unforeseen way.\* All change brings opportunity as well as threat. What makes the difference is how you look at it, how you think about it and what you decide to do.

### AIM

To be able to anticipate and plan for change.

### OBJECTIVES

- To understand the mental processes which occur when change is imminent.
- To analyse what causes anxiety, worry or fear and what can be done about it.
- To develop the ability to look ahead and anticipate change.
- To be better able to use the thinking, rational part of the brain when dealing with change.
- To improve in making practical plans to manage effects of change in a constructive way.
- To work on how to be an initiator rather than a victim when change occurs.

### OUTCOMES

- Improvement in your thinking processes, and your confidence to act, in situations of change.
- Better ability to gather and analyse information and plan and deploy resources when change is present.
- Understanding how to analyse risk in a realistic way.
- Be able to do all of the above in a conscious, rational manner.

**\* With thanks and acknowledgment to Love Bhabuta.**