

# COPING WITH CHANGE PROGRAMME

One Day

*I can't change the direction of the wind.  
But I can adjust my sails.*



## Overview

The Coping with Change Programme is for employees to develop and increase their skills and knowledge to cope during times of change. Change Factory's Coping with Change programme is structured around three key themes:

1. **Nature of change** asks participants to reflect on a change: how they felt, what they thought and what they did about the change.
2. **How change affects individuals** demonstrates how people react to the transition from the old to the new. Participants rate their readiness for change and challenges they face during transition.
3. **Strategies for coping with change** evaluates participant's readiness for change and provides stress management tools to equip people to transition successfully through a change.

## Topics Covered

1. How change affects you
2. Focus on what you can change
3. Change and transition
4. Psychological impacts of change
5. Are you change-ready?
6. Action plan

## Target Audience

This programme is for:

- Employees undergoing change now or in the near future as a result of:
  - Organisation restructure
  - Change in strategy
  - Merger or takeover
  - Systems implementation
  - Business process re-engineering
- Individuals who are finding it difficult to adapt to change
- HR professionals who need to understand the needs and concerns of individual employees during change
- Leaders who want to understand the needs and concerns of employees before implementing change initiatives.

## Course Objectives

After completing this training course, you will be able to:

- Understand the effects of change on individuals
- Focus on the issues of concern and influence the outcomes
- Understand the psychological impact of change and support team members through change
- Understand your level of readiness for change

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## Change Factory Training Programmes

Change Factory offers public and in-house change management training programmes. To ensure you get the most out of your training, choose the most appropriate training course for your role in the change process. Please note that each training programme can be customised for organisations and individual circumstances.

Role	Training Course
<ul style="list-style-type: none"><li>• Change Leader</li><li>• HR Manager</li><li>• Supervisor</li><li>• Change Consultant</li><li>• Individual interested in learning more about change management</li></ul>	<ul style="list-style-type: none"><li>• Leading Change</li><li>• Building Organisational Change Intelligence</li></ul>
<ul style="list-style-type: none"><li>• Front line employee</li><li>• Supervisor</li><li>• Change Consultant</li><li>• Individual interested in learning more about change management</li></ul>	<ul style="list-style-type: none"><li>• Coping with Change</li><li>• Building Organisational Change Intelligence</li></ul>

Change Factory has a strong commitment to its clients both pre- and post-training. To ensure long term benefits of training programmes, Change Factory offers the following:

### 1. 30-minute Consulting session

Offered to all participants post-training, this is a session where you can discuss specific issues in confidence with a change management expert post-training.

### 2. Change Factory's Transformation Diagnostic

Offered to all participants after the training, this tool assesses your organisational change readiness.

### 3. Change Management Resources

Plenty of resources to support you through change are provided on the Change Factory website, including regular change management and leadership articles via our email newsletter, *Winds of Change*.

## Training Style

Our facilitators are engaging, experienced, quick on their feet and bring an element of fun to training. We believe in experiential learning and we use a variety of training styles and exercises including role plays, case studies, personal knowledge and anecdotes. We place a strong emphasis on practical implementation.

## Why Change Factory?

We have successfully delivered change training in sectors ranging from agriculture to hospitality, from retail sales to the oil industry, and from utilities to banking. We were finalists in the Australian Institute of Training and Development's 2011 National Training Excellence Awards for blended learning solutions.

With a diverse team that includes an accredited NBI practitioner, a workplace psychologist, instructional designers, facilitators, process mapping experts, an engineer, and strategy experts, we're sure to have the capabilities you need to deliver training that really works.

For more information on our change training programmes, contact us today.

[www.changefactory.com.au/changetraining](http://www.changefactory.com.au/changetraining)

## CONTACT US

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