

# Leading Change

## Module #13

### Workshop Contents

Leading Change covers the following. It can be run as a half day workshop, 2 x 2 hour sessions or 4 x 1 hour sessions.

<p><b>Section 1: Stages of Change</b></p> <p>First we cover the different stages of change, learn the SARAH model to use to quickly identify what stage you and your team at are, explore what's happening at each stage and how people feel and react and then an exercise to learn what managers can do to support their teams through the stages more quickly.</p> <p><b>Learning Outcome:</b> Identify change stages and use techniques to support people.</p>	<p>Introductions 10 mins</p> <p>Change model 15 mins</p> <p>Exercise &amp; debrief 35 mins</p>
<p><b>Section 2: Understanding your Style</b></p> <p>Next we cover an easy to use model which sets out 4 key styles. Each style communicates differently, makes decisions differently and organises things differently. We work through understanding your own and others style, what strengths a style has, and what challenges can occur. We work through how you can help each style when they are working through change.</p> <p><b>Learning Outcome:</b> Adapting your style to better communicate with your team.</p>	<p>The 4 styles 20 mins</p> <p>Analysing your style 20 mins</p> <p>Working with your team 20 mins</p>
<p><b>Section 3: Building Resilience</b></p> <p>In this part of the workshop we cover different techniques you can use to help build resilience and bounce back quicker when you are stressed as well as tools to use with your team. We do a group exercise with the circle of control that shows how powerful what you focus on can be.</p> <p><b>Learning Outcome:</b> Demonstrating how to use resilience tools.</p>	<p>Methods 20 mins</p> <p>Circle of Control 30 mins</p> <p>Action Plan 10 mins</p>
<p><b>Section 4: Getting your team onboard</b></p> <p>As well as understanding the stages, styles and having resilience tools, when leading change you need to get the team on board with why it's happening and when. This last section takes you through how to get your team engaged with change.</p> <p><b>Learning Outcome:</b> Using techniques to engage the team with change.</p>	<p>Methods &amp; Exercises 45 mins</p> <p>Action Plan 15 mins</p>