

# being part of change...

## workshops to help people to be enthusiastic agents of change

When change has to happen, whether it is because of a changing market environment, developing customer demands, new opportunities or new challenges - people need to be active and energetic in making positive change happen.

The fundamental principle behind these workshops is that people need to be a part of change, not forced into it, or dragged unwillingly along, but keen to make change work. To be effective, people need to be able to make, for themselves, *imposed* change into *intentional* change.

### ***Being part of change - workshops for those who have to deliver change:***

These workshops will:

- ❑ Allow people - as individuals and teams - to recognise what is negotiable and non-negotiable in potential changes to their work
- ❑ Open up discussion about what was good about the past, what needs to be left behind, what it was that was positive and can be continued
- ❑ Use 'Appreciative Enquiry' to start to create personal and group futures
- ❑ Enable groups to positively contribute to the change process - and become part of it
- ❑ Enable people to go away with a positive attitude and definite actions that will contribute to organisational change and renewal.

### ***Leading people through change - workshops for those who have to make it happen:***

These workshops will:

- ❑ Allow managers to understand how to communicate change requirements effectively
- ❑ Help managers to understand different individual responses to change - and how to handle them
- ❑ Clarify how 'Appreciative Enquiry' can help to consolidate change
- ❑ Enable managers to act as positive bridges between those who implement change, and those who are in charge
- ❑ Enable managers to plan how they will meet the needs of their own managers and the organisation, but also provide their teams with the information, empowerment and support that they need.