



Change Readiness Overview

Change can bring challenges and opportunities whether it is planned years in advance or occurs quickly. The good news is that readiness to change is not fixed and can be enhanced in different ways.

Umbrella's Change Readiness overview is a 90-minute session that has been developed to support people in preparing for and navigating change in their workplace. This session can be delivered online or in person and emphasises keeping participants active and engaged.

Our aim is to create a space to help people reflect on their own and other people's varied responses to change during uncertain times. A well-accepted model, the Kübler-Ross Change Curve, is used to help understand reactions and feelings in relation to change. It shows how mood, energy, and performance can vary through the process. To facilitate understanding of ourselves and others during the change process, we briefly consider the science of change and how factors including life experiences, current circumstances, and characteristics of organisations can affect the way different individuals respond.

In addition to understanding and normalising responses to change, there is an emphasis on adaptability. Adapting to change is a skill that can be improved. In this introductory session, we focus on three evidence-based wellbeing strategies that can help individuals to build their readiness to change and adapt more quickly and successfully.

PRACTICAL WELLBEING STRATEGIES INCLUDE:

- Managing your mindset
- Adopting a compassionate stance to support yourself and others
- Focusing on what you can control.

This training is relevant for all staff working in environments anticipating or undergoing change. Importantly, the overview can be adapted for leaders to acknowledge the vital role they play in supporting their teams and organisations during such times. The leaders' version encourages reflection around their own responses to change as well as that of their team members. Leaders can still expect to learn practical strategies to facilitate their own adjustment and we start to consider how they can apply these strategies with their teams.

WORKSHOP OBJECTIVES:

1. Understand and normalise our own and other people's varied responses to change.
2. Develop a basic understanding of the science of change and why it can be challenging for individuals to cope with uncertainty.
3. Learn practical skills to promote our own wellbeing and facilitate change readiness.

90-Minute Workshop - up to 12 participants - Investment \$1650 (+GST)
60-Minute Webinar - up to 99 participants - Investment \$2750 (+GST)

FOR MORE INFORMATION OR REFEREE DETAILS, CONTACT:

THE UMBRELLA TEAM - AUCKLAND - TAURANGA - WELLINGTON

T 0800 643 000 **E** office@umbrella.org.nz **W** umbrella.org.nz