



# *Change Management One-Day Open Course Overview*

# Change Management open course

*We explore the things that happen before, during and after change*

Most of us don't really like change.

Change can bring huge benefits, but unless you deal with people's real and imagined fears and concerns, most of us will try to avoid change at all costs.

This change management course is suitable for anyone involved in managing change in the workplace.

Our change management course offers practical tools to make potentially difficult situations more manageable.

The content of each workshop will be shaped around the needs of the delegates, making the work relevant and practical.\*

*Ahead of the course, we'll provide pre-course preparation to get juices flowing and the mind focused...*

*This course will help you with:*

- *Understanding the Impact of Change*
- *Preparing for Impending Changes*
- *Managing Others Through Change*
- *Dealing with Resistance*
- *Avoiding the Tyranny of Positivity*
- *Managing Difficult Changes*
- *Becoming an Agent for Change*
- *Getting Creative With Solutions*

# Change Management one-day open course

## *\*Course Content*

### **The Impact of Change**

- How does change affect you?
- What are your reactions to change?
- Does change affect everyone in the same way?

### **Reality Check**

- Review the changes that are happening in your organisation
- How do they leave you feeling?

### **Victim Spiral**

- Techniques for change management for others
- Neutralising pockets of negativity

### **Active vs Passive Choosing**

- A recent situation where you passively chose
- One where you actively chose
- Discuss the differences and how either route can be applied to impending changes

### **Blame and Resentment**

- Ways of removing blame or justification to simplify a difficult message
- Find ways to handle any comeback

### **Anxiety**

- What happens when worries, fears, rumours and gossip get set as facts in people's heads?
- As a change manager, how do you help others manage change?

### **Patterns and Uncertainty**

- Look at patterns and behaviours that make change difficult

### **Unexpected Change**

- Where are you on the change transition curve?
- Where are your colleagues?
- Does this give you fresh insight?

### **Resistance to Change**

- Try out some different responses to see how small changes can make a significant impact

### **Change Caused By The Pandemic**

- Look at recent enforced changes due to coronavirus
- Focus on remote working and hybrid working

### **House of Change**

- Thinking more innovatively about the challenges of change in slightly unusual ways

### **Survival Tactics**

- Explore what you already have available to you to help you deal with or implement change

# Change Management one-to-one remote training

## *Benefits of One-to-One Skills Training*

This Change Management course is available as a 2-hour, one-to-one remote session.

Choose your time. Have a briefing call from your trainer and off you go.

The content of each session will be shaped around your needs, making the work relevant and practical.

- A completely personal, in-depth, and confidential look at your specific issues
- Dynamic, empathetic, and highly experienced coaches
- Get to the heart of your issues with speed and effectiveness
- Delivered online
- Two of personal one-to-one attention
- Pre-assessment of the issues you want to cover

# Contact details



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