



## Embracing Change; Growing Collaboration

The fast-changing context in which our organizations operate means that everyone has to be competent to deal with change. As a leader, it's important to not only to be able to drive change through but to understand the diversity of human responses to change. Only then will you truly understand how to effectively bring your people with you.

Attend this program to focus on the emotional intelligence required for change, the necessary steps to enact change and how to get everyone to collaborate towards a better tomorrow.

### How do I know I should attend this workshop?

1. Have recent turbulent times left you wishing that you and your organization were better resourced to deal with change?
2. Have you come up against resistance to change that has undermined your change initiatives?
3. Do you feel that you need help to understand how to get through to your people?
4. Have you got through by the skin of your teeth this time, but you worry whether your organization is adequately future-fit?
5. Do you want some frameworks and techniques up your sleeve to better manage change and grow collaboration within your team?

If you answer yes to most of these five questions, then this workshop is for you.

### What will I do?

You will cover:

- Gain a basic understanding of neuroscience that sheds light on why people resist change
- Examine change from a personality perspective
- Get an appreciation for Kübler-Ross's Change Curve
- Work with Kotter's 8 Step Change Process
- Work on acquiring skills to up the psychological safety in your team

### What are the outcomes?

By the end of this workshop you will be able to:

- Empathize with the change curve of emotions that people go through when facing change
- Understand how your personality and others' influence your response to change
- Map out social networks and clouds of meaning within your organization and tap into their sources of knowledge and innovation
- Establish team cultures of psychological safety to boost innovation
- Communicate change initiatives, incorporating an inspirational vision



## How do I prepare?

Holding the dynamics of your team in mind, fill out and score the Edmondson Psychological Safety Questionnaire. Bring your results with you to the session.

## Who is iOpener?

We develop people and organizational performance through the power of happiness at work.