



1 DAY WORKSHOPS TO DRIVE ENTHUSIASM FOR CHANGE

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

The 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 transform, for themselves, *imposed change* into *intentional change*.

BEING PART OF CHANGE - FOR THOSE WHO DELIVER CHANGE

This workshop will:

- Allow people to recognise what is negotiable and non-negotiable in potential changes
- Use 'Appreciative Enquiry' to create positive futures
- Enable groups to positively contribute to the change process
- Enable people to go away with a positive attitude and definite actions

LEADING PEOPLE THROUGH CHANGE - FOR THOSE WHO MAKE IT HAPPEN

This workshop will enable change leaders to:

- Understand how to communicate change requirements effectively
- Acknowledge different responses to change - and how to handle them
- Clarify how 'Appreciative Enquiry' can help to consolidate change
- Act as positive bridges between those who implement change and the people in charge
- Plan how they will meet the needs of their colleagues and provide suitable support

These workshops are interactive and experiential, with small group discussion and careful consideration of work realities. Theory is kept to the absolute minimum, we use story telling and real examples illustrating the journey of change. Individuals and groups take away positive plans to help them, and a useful workshop manual for reference.

