



Thrive

Change + Resilience
in the Workplace.

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MSW, RSW, CPCC

Training | Leadership Coaching | Speaking

Leading During Times of Change

Workshop Overview

Change is a constant in most organizations today. All around us, technologies, processes, people, ideas, and methods often change, affecting the way we perform daily tasks and live our lives. Having a smooth and successful transition when change occurs is important in any situation and your participants will gain some valuable skills for **leading during times of change** including how to implement changes more smoothly and to have those changes better accepted. This workshop will also give all participants an understanding of how change is implemented and some tools for managing their reactions to change. Leaders and managers will explore how to promote and successfully implement ongoing changes in the workplace.

Learning Objectives

- Learn the steps necessary for preparing a change strategy and building support for the change
- Determine the WIFM – the individual motivators for change
- Identify needed components to develop a change management strategy, including considerations regarding the emotional impact of change
- Employ strategies for addressing concerns and issues, evaluating options and adapting a change direction
- Discover methods for leading change including effective communication, celebrating a successful change implementation, and sharing the result and benefits



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- Discuss the four states of Appreciative Inquiry, its purposes, and sample uses
- Use strategies for aligning people with a change, appealing to emotions and facts
- Describe the importance of resiliency and flexibility in the context of change
- Explore how all leaders are change agents

“Wisdom is knowing what to do next; virtue is doing it.” David Starr Jordan

Collaborative Instructional Strategies

This workshop is highly interactive. Key concepts will be presented and the participants will be supported through discussions and interactive exercises to deepen their learning while also creating an action plan for enhancing how they lead during times of change in their own unique workplace circumstances.

Audience

The **Leading Your People in Times of Change Workshop** has been designed for:

- Supervisors
- Lower-to-mid level managers
- Leaders
- Others in the organization who play a role in change management

“Leaders establish the vision for the future and set the strategy for getting there; they cause change. They inspire and motivate others to go in the right direction.” John Kotter

For more information about this workshop for your organization, please contact:

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