

MANAGING CHANGE & CORPORATE CULTURE

INTRODUCTION | >>>>

Change is not only inevitable, it should be embraced. If things didn't change they would stay as they are. And if things stay as they are we can look forward to many years in business and our personal lives where we achieve no more than we have right now. Mohammad Ali once said:

("A man of 50 who views the world as he did at 20 has just wasted 30 years of his life!")

Like anything though it is not the occurrence of change that aids our growth or atrophy, it is how we react to that change that will make a positive or negative difference in our lives and careers. This programme is designed to equip delegates with tools and techniques that, when implemented, will help them to facilitate and embrace change as a positive and necessary part of life and business.

PRESENTER | >>>>

Mr. Clive Gott, Fellow of PSA

Clive Gott does not claim to be a "best selling author" (actually he is now but that spoils the flow of this bio!) or the "leading authority in".....anything. Clive is not even the "Best motivational speaker in the world" So what qualifies Clive Gott as a professional inspirational speaker?

The fact is that he has been there and done it. Everything from losing 96 pounds in weight and becoming a representative Triathlete to climbing Mount Kilimanjaro in Africa he has done it. His more recent physical achievements are just as impressive. In April 2006 Clive completed the Marathon Des Sables (133 self-sustained miles through the Sahara desert) His future physical goals are just as daunting as in February of 2007 he will climb Mount Aconcagua in Argentina. So you see Clive does not speak from Page 14 of the latest personal development best seller in Borders. He speaks from his heart and personal experience. Clive Gott is a student of life who happens to be compassionate, courageous, inspirational and very funny. He has built a successful International speaking and training business starting with nothing but a great idea, a bucket full of enthusiasm and unshakeable self-belief. Using his own achievements (and blunders) and life experiences as his main examples Clive has a unique ability to make the seemingly complex seem simple to understand, the challenging seem achievable and the impossible possible.

PROGRAM | >>>>

DAY ONE

- Introductions including deciding on our starting point. Where are we now?
- Decide on our objectives for the programme
- Discover the difference between apparent success and mediocrity
- Recognize the benefits of identifying the impact of change on individuals.
- Differentiate between learned optimism and learned helplessness.
- The Laws of success

DAY TWO

- Accepting change depends on accepting ourselves. Developing High self-esteem will help
- Discovering our motivation
- The limiting and empowering beliefs that facilitate our acceptance, or not, of change
- Responses to Change
- Recognize the importance of identifying various responses to change.
- Match the categories of individual responses to change with the examples.
- Select the examples of behaviours that are manifestations of change resistance.
- Identify the examples of ways to overcome change resistance.

DAY THREE

- Initial Stages of Personal Change
- Recognize the benefits of working through the initial stages of personal change.
- Identify the methods for preparing for change.
- Developing a positive attitude is as important in managing our lives as managing change
- Once we are positive a major obstacle is maintaining a positive attitude, discover how to.
- Discovering and developing the art of re-framing will not only help us to accept change it will enable us to SEEK OUT change
- One way to remain positive in the face of adversity is having an understanding of how to develop positive anchors and trigger

DAY FOUR

- Recognize the value of identifying personal coping styles.
- We like where we are because we live in our own comfort zones. Discover how over come the fear of leaving our comfort zones and taking more risks.
- Identify the negative responses to fear and anxiety.
- Determine appropriate strategies for challenging fear and anxiety in a given scenario.
- Knowing WHY we need to change will help us to embrace change. Understand why and how successful people set goals
- Creating and committing to a series of achievable short term personal and professional goals that will ensure that you stay on course to maintain positive change.

DAY FIVE

- Everyone, no matter how committed and positive, will at some point in the process need support from colleagues. In this session we will learn how to offer non-directional support to our colleagues. We will learn the importance of coaching to enhance not only individual but team success.
- Choose the techniques for supporting team members during change.
- Identify the characteristics of high-quality coaching.
- Identify appropriate coaching for employee levels of competency.
- Identify the strategies that strengthen a leader's ability to make a compelling case for change.
- Identify the ways to help team members understand their roles in the change initiative.
- Identify the ways of using strong leadership to develop accountability.
- Feedback and commitments.

During the programme delegates will work using comprehensive workbooks. Following the programme all slides will be available to all delegates.

The programme will utilise several forms of learning including:

- Extensive discussion periods working with real life challenges with a view to discovering a way forward.
- Several video presentations
- Practical coaching sessions (on day five)