

COURSE TITLE:

When Shift Gets Real: Driving and Thriving through Change

Learn strategies to successfully navigate even the most dreaded changes - and support your team in doing so as well!



DESCRIPTION

We all know the most common responses to being presented with change - and they're not usually positive! This can make it difficult for even the most change-friendly person to navigate change - or lead teams to do so. But did you know there's a science behind the how and why of our responses to change? In this workshop we'll provide insight into that science with a simple framework for understanding the different mindsets that show up in the face of change, and tactics to effectively work with and understand each one. Learn techniques to flex, connect, collaborate, and stay up to speed with your team - no matter how fast the pace of change accelerates.

 90 MINUTES | VIRTUAL OR LIVE

OBJECTIVES




DESCRIBE
Describe the research behind the most common reactions to change


RECOGNIZE
Recognize the four mindsets that occur in the face of change


IDENTIFY
Identify one's own mindset and leverage tools to upshift during times of change


RESPOND
Respond with compassion and support for other mindsets


APPLY
Apply tools to connect and collaborate with others in an effective manner

THE FLOW

INTRODUCTION & CONTEXT

Our goal is to give you the knowledge and tools you need to not only survive organizational changes, but thrive through them.

5 MIN

WARM UP: CHANGING PATTERNS

Participants attempt to successfully follow the (unstated) rules in a group pattern before the rules change again!

10 MIN

LISTENING WITH LAB

Introduce a technique for effective listening, then participants work in partners to practice listening and responding effectively to someone with a different change mindset than their own.

10 MIN

MINDSETS OF CHANGE

Introduce the four mindsets of change, small groups work to explore, identify, and unpack how each mindset perceives change and the impact of this perception.

25 MIN

LAYING THE FOUNDATION

Participants work in pairs to reflect on a recent change and their initial response, followed by a debrief on what actually happens in the brain when presented with change. Participants return to their pairs and explore the “why” of their reaction, based on the science.

15 MIN

IDENTIFY NEEDS

Participants in small groups revisit the perceptions of each mindset, and work to identify impactful techniques that will help this mindset flex into a more change-ready mindset, followed by large group debrief.

15 MIN

ROLL THE DICE

Provide numbered approaches and tactics for working effectively with team members in different mindsets, participants roll the dice to determine which one they will explore and discuss with a partner.

5 MIN

CLOSE & REFLECT

Participants identify at least one element of the workshop they can incorporate into their work.

5 MIN

EXPAND IT

- Create an environment where team members of all mindsets are empowered to express their concerns or enthusiasm regarding changes with [Safe to Speak Up: Building Psychological Safety for High-Performing Teams](#).
- Give team members the skills and knowledge to embrace change and see challenges as opportunities for growth through [Build a Growth Mindset](#).