Background

Everyone experiences change. However, the nature of the change varies substantially. Its source can be individually or externally driven (ie from environment, society, politics or organisational). Its level of impact can be minor to transformational. Its pace can be steady or rapid.

The only point of similarity is that change is constant. Coping with change is therefore a critical skill. However, people aren’t usually taught how to cope with change.

How to thrive through change is a mandatory life skill - for everyone. And it’s a skill that can be taught.

Aim

To provide insights, tools and techniques that can help individuals understand how to best manage and self-motivate to successfully work through the change and achieve effective outcomes from it.

Learning Outcomes

The Thriving Through Change program is designed to help individuals as they transition from their old work environment to a new environment, or when they are experiencing organisational change.

To thrive through change individuals need to understand what is going on for them psychologically, cognitively, emotionally and physiologically. By gaining insight into these elements, individuals are better able to manage and respond to their changing circumstances.

While the program’s approach is underpinned by science, the course activities are practical so that the individual walks away with a toolkit to help them thrive through change.

Learning outcomes include:

• Understanding the fundamentals of successful personal change and knowing how and when to best apply

• Awareness of the impact your mindset has on how you experience change and how to best manage

• Ability to analyse a situation from multiple perspectives to uncover the perspective of stakeholders involved in the change

• The key steps to take before, during and after a change to help ensure successful outcomes

• How to apply different skills and techniques to thrive through change in both your personal and professional life

• Heightened perspective on the actions you need to take to build new habits to secure the desired change

• Increased confidence and experience in applying these techniques in a range of circumstances
Learning Approach

The Program is held as a small group session - so there is no more than 10 participants. This enables targeted learning and personal attention.

Before attending the session, each individual will have a personal coaching session to help baseline their understanding and position.

They will then attend a full day session, which is practically focused so that the learners have the opportunity to understand the ‘theory’ behind the exercises, and then put it in to practice.

Post the session there will be another personal coaching session to help ensure effective and sustained progress.

Each individual receives their personal ‘Thriving Through Change’ toolkit, and practical knowledge and ideas that the individual can immediately put into practice.

The Program runs over a four week period. The spacing of the sessions is important to ensure sustainability of the learning.

Each participant receives:

- Two personal coaching sessions of 45 minutes
- A full day workshop
- A personal ‘Thriving Through Change’ toolkit

Target Audience

The Program is suited to all professions, organisational levels and backgrounds.

The Facilitator

The Program is facilitated by Michelle Gibbings a transformation and change expert, who works with individuals, teams and organisations to facilitate and guide them through complex organisational changes.

Having more than twenty years experience in leading and guiding people through complex changes in the public, private and not for profit sectors she knows how change works in different personal and organisational contexts.

Her expertise is backed up by tertiary, post-graduate and professional qualifications. She is focused on sharing practical ideas, blended with the latest thinking to help people optimise outcomes.

FOR FURTHER INFORMATION:

If you’d like to discuss this Program or other mechanisms to achieve sustainable change and transformation, contact:

Michelle Gibbings, Director, Change Meridian
E: michelle@changemeridian.com.au
P: + 61 404 880 953