



We can't avoid change. It's all around us. As technology speeds increase, this changes how we work, creating business environments that are rarely static. This can create stress at the human level as we try to keep up and respond to client and stakeholder needs. Effective change management strategies, along with leaders who can quickly adapt, are essential today.

This program explores the four phases of transition, giving participants a framework to understand change. Each phase is explored and a toolkit of change management techniques are introduced, including stakeholder communication planning, processes to increase adoption, creative thinking systems and coaching practices. The workshop exercises empower participants with the knowledge and skills they need to successfully plan for and manage change. Modules can include:

- The nature of change
- The 4 transition phases
- Planning for change
- Smart goals
- Define stakeholder needs
- Role definition
- Create alignment
- Interpersonal communication
- Coaching skills
- Overcome resistance
- Creative thinking approaches
- Project management
- New skills training
- The change toolkit

Each Core Practice is an experiential group workshop, tailored to directly align with your business culture & needs. They're effective separately, and can be combined to create long-term programs. The practices include:

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|------------------|--------------------|
| Core Time        | Core Strategy      |
| Core Coaching    | Core Projects      |
| Core Behaviour   | Core Teams         |
| Core Change      | Core Wellbeing     |
| Core Service     | Core Leadership    |
| Core Negotiation | Core Communication |



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