



Changing Your Perspective of Change

Change is one of life's most difficult and stressful challenges. To compound the difficulty, it is also constant! People cope with change in different ways...some people enjoy change, while others will do almost anything to avoid it. Whether the changes occur at work or in your personal life, the "new" can bring challenge, exhilaration, stress, opportunity, or despair.

This seminar will help participants be better equipped to cope with change and work through the process of acclimating to the new realities. By shifting our perspective of change, and adopting the reality that it isn't the change itself, but our resistance or reaction to it that makes it more stressful and more difficult to deal with, we can actually become more adept at absorbing and navigating our way through it.

Managers/Supervisors have a large responsibility to help their team members cope with and adjust to change. The leadership they provide has a tremendous impact on how long it will take to become acclimated, the atmosphere surrounding the change, and the results that the change produces. The second part of this training (Helping Your People Cope With Change) will give managers several strategies and tools to walk their employees through the change process.

Participants will evaluate their own propensity to accept or reject change. They will see how infectious their attitude is to their team. They'll learn to evaluate whether the change will require slight improvement or total innovation. We'll discuss how important it is that they correctly focus their attention and direct any personal frustration upstream, to someone that can actually do something about it. Lastly, we'll establish three ways to help frontline employees feel empowered to not only survive the change process, but to thrive in the midst of it.

We can't eliminate change, but by incorporating the strategies they learn in this session, your team members and managers will be able to more effectively cope with it, minimize the negative affects of it, and better prepare for the next, and the next, and the...

Randy's Dealing With Change seminar made me think of the last 21 years of teaching, and how I can be better at directing problems that arise and try to be more positive about the things I cannot change, such as change itself!

Dana Diedrich, Teacher, Perryton ISD

Teaching the Essential Elements of Excellence for work and life!