

PERSONAL STRATEGIES FOR NAVIGATING CHANGE

COURSE OVERVIEW

In today's workplace, employees are experiencing tremendous changes in organizational strategies, in the way work gets done, and in the way people work together. These changes present new demands and challenges for every individual in the organization. Without personal strategies for dealing productively with change, people can become overwhelmed and communication can break down.

This unit provides an approach to navigating change—an approach that people in any organization can use effectively. Participants explore skills that help them deal with change both individually and interpersonally, and they develop strategies to deal effectively with a change that's difficult for them.

LEARNING OBJECTIVES

- Describe the challenges of the changes participants are experiencing in their work.
- Describe common responses to change.
- Examine and learn from their own behavior during changes they've faced in the past.
- Assess and understand the reasons for change.
- Work effectively with others who resist change.
- Take positive action to make change successful, both individually and with others.

KEY ACTIONS

- Acknowledge your own reactions.
- Assess the impact of the change.
- Seek and acknowledge others' reactions.
- Take positive action individually and with others.