

# Change Accelerator - For Employees

To build resilience, mindsets and skills to accelerate change processes

## OVERVIEW

### Why you need this

Employees are bombarded with change on a daily basis. Not only are they expected to adapt to the changes, they are also expected to learn new skills and behaviours without missing a beat in terms of individual and team performance. Change mostly evokes an emotional response and appears in various forms of resistance. Employees need to be equipped with the mind-sets, tools and skills to engage with and respond to change and understand the victim vs victor response to change. They can be empowered by understanding their fears and resistance and by searching proactively for the opportunities that change can bring.

## TARGET AUDIENCE

### Who needs to attend

This workshop is relevant to all levels of leadership. The workshop examples are adjusted to different levels of leaders and we suggest that participants of a similar level attend together.



## OUTCOMES

### What you will get

The workshop is designed for delegates

- To understand the dynamics of change in the global and local context
- To understand the emotional cycle of change
- To explore own typical response to change
- To learn to differentiate between victim (disempowered) and victor (empowered) choices and consequences
- To learn coping behaviours to respond proactively to change at different stages of change i.e. self-awareness, communication, assertiveness, self-empowerment, asking for and receiving support, learning styles and making change part of life

We are CATALYSTS in creating high performance, high engagement organisations through developing leaders, building capacity and leveraging talent



## OUTLINE

### What you will learn

Module 01 Change dynamics	Module 02 Victim to victor	Module 03 Coping behaviours – self	Module 04 Coping behaviours - others
<ul style="list-style-type: none"><li>• Dynamics of change in the global and local context</li><li>• The emotional cycle of change</li><li>• Own typical response to change</li></ul>	<ul style="list-style-type: none"><li>• Victim (disempowered) &amp; victor (empowered) choices and consequences</li></ul>	<ul style="list-style-type: none"><li>• Self-awareness</li><li>• Communication</li><li>• Assertiveness</li><li>• Self-empowerment</li></ul>	<ul style="list-style-type: none"><li>• Self-awareness</li><li>• Asking for and receiving support,</li><li>• Learning styles</li><li>• Making change part of life</li></ul>

## APPROACH

### How you will learn

Our workshops are customised to suit the specific needs of our clients. Our workshops are practical, relevant and highly interactive. We focus on sustainable change in mindset, skills and behaviours. There is a good blend of information sharing with personal reflection, assessments, practice sessions, case studies and identification of application opportunities back at work. Group learning and discussions are encouraged with feedback and coaching from the facilitators. Workbooks are provided with tools and activities for on-going learning.

### Catalyst Consulting (Pty) Ltd

Phone +27 11 465 6270  
Email [info@catalystconsulting.co.za](mailto:info@catalystconsulting.co.za)  
Web [www.catalystconsulting.co.za](http://www.catalystconsulting.co.za)

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