

# Change Resilience

Equipping individuals with the self-insight, tools and skills to lead self and work in teams in a VUCA world

## OVERVIEW

### Why you need this

People 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 and brain 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

All employees. Also valuable to supervisors, managers or technical specialists. Anyone who can improve their self-insight, learn tools and build skills to lead self and work in teams in a VUCA world.



## OUTCOMES

### What you will get

The workshop is designed for delegates to:

- Reinforce the need for change resilience and self-leadership in the current VUCA context
- Understand the neuroscience of change and how to be mindful of automatic responses vs conscious choice
- Understand how attitude, EQ and the ability to reframe enhances resilience and responsiveness to change
- Practice critical skills for leading self and working in teams during high change and uncertainty – assertiveness, accountability, communication, tough conversations, feedback, decision making
- Taking ownership of one's own performance, learning and career

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	Module 02	Module 03
<ul style="list-style-type: none"><li>• Business and personal context – VUCA world</li><li>• Neuroscience of change</li><li>• Resilience and responsiveness to change</li></ul>	<ul style="list-style-type: none"><li>• Critical skills for a VUCA world</li><li>• Assertiveness &amp; communication</li><li>• Tough conversations &amp; feedback</li><li>• Accountability &amp; decision making</li></ul>	<ul style="list-style-type: none"><li>• Taking ownership:</li><li>• Performance</li><li>• Learning</li><li>• Career</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.

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