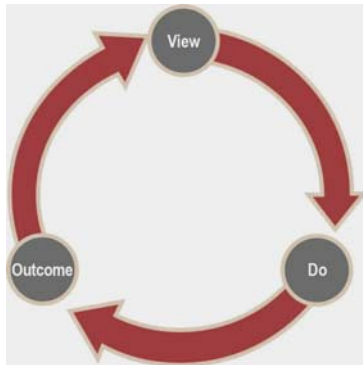


Effective Individuals: *Change Management Training Sessions*

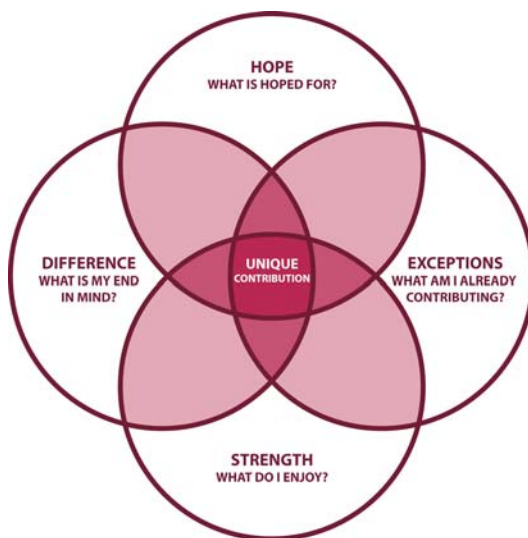
Programme 1: Employee Engagement & Focus.



The outcomes you get during times of change come from what you do. In turn, what you do is based on how you view change. When your view is inline with what works best you will be operating at your optimal level and experience better outcomes.

We show you how best to deal with the change. While many of us are trained to manage actions, we are not equipped to manage the emotions that lie behind these actions. In such cases employees become disengaged, just when their complete focus and commitment is needed more than ever. We highlight how working outside of ones job description and inside of ones circle of influence can secure and improve careers during times of change.

Programme 2: Unique Contribution



The focus is to find peoples unique talents and distill that into their highest contribution that they are passionate to give. A contribution statement describes the significant contribution an individual wants to make during a change process and beyond.

Through utilising the power of positive psychology participants will learn how to put their strengths to work and make 'the best of their job, the most of their job'. Unleashing an individual's unique contribution can change everything at work through accessing and utilising their unique skills, passion, talent, and energy.

Programme 3: Personal Resilience

“Each of us has much more hidden inside us than we have had a chance to explore”.

-Muhammad Yunus, CEO *Grameen Bank*



The solution focus turbine is scientifically proven to increase an individual’s resilience which also enhances their engagement levels during times of change and unpredictability.

During times of change employees often disengage, feeling a sense of “learned helplessness” - a psychological condition in which people act helpless, even when they have the power to change. The science of well-being and optimal functioning in the form of the solution focused turbine is detailed in this programme as it relates to an individual’s resilience levels. In times of change resilient people don’t just cope they thrive by refocusing their energy on the things that will be most impactful.

Programme 4: Solution Focused Change



The solution focus model facilitates changing people’s thinking and behaviours to embrace the new reality as well as to make them feel meaningful involved in it.

The solution focus model is a positive approach to change which incorporates the research and content from the best thought leaders within the area and is designed with a specific application focus. Participants will be exposed to a new Mind-Set, Skill-Set and Tool-Set.