

# CHANGE MANAGEMENT

## EMBRACING CHANGE

Non-Credit Bearing

***“Our only security is our ability to change.” – John Lilly***

Change is the one constant in life and business. It can feel overwhelming, disruptive, and unpredictable, but it is also the driving force behind growth, innovation, and success.

Organisations that embrace change with confidence and agility create opportunities for transformation, rather than viewing it as an obstacle. Likewise, individuals who develop the mindset and skills to navigate change with resilience and optimism can thrive in an ever-evolving environment.

This workshop empowers individuals and teams to not only adapt to change but to embrace it as an opportunity for professional and personal growth. Participants will gain insights into the emotional and psychological effects of change, develop strategies to stay motivated and productive, and build the confidence to turn uncertainty into progress.

### **WHO SHOULD ATTEND**

- Managers and leaders seeking to support their teams through change
- Employees experiencing organisational or industry shifts
- Individuals looking to enhance resilience and adaptability in times of uncertainty

### **HOW YOU WILL BENEFIT**

- Understand the nature of organisational change and its impact on individuals and teams
- Recognise how change influences attitudes, motivation and productivity
- Develop resilience by shifting perspectives and adopting adaptable mindsets
- Increase personal effectiveness by seeing change as a catalyst for opportunity and innovation
- Create a personal strategy to manage stress, identify new opportunities, and thrive in changing environments

One-day course 08:30 - 16:00

Tel: (031) 267 1229

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## **WHAT WILL BE COVERED**

### **The power of change – recognising the need for transformation**

- Understanding that change is not an obstacle but a gateway to progress
- The role of organisational culture and values in shaping change
- Why change happens: identifying the triggers for transformation
- The "burning platform" approach – recognising urgency and response strategies
- Common misconceptions, pitfalls, and benefits of navigating change
- Change models and frameworks to support transition
- Change readiness, resistance, and the key factors influencing acceptance

### **The human side of change – understanding reactions and responses**

- Understanding the human response to change and the effects of change
- The psychological journey of change: emotional phases and productivity shifts
- Key factors that influence how change is received
- Managing resistance effectively and helping others adapt
- The importance of support systems in times of transition

### **Thriving through change – building resilience and growth**

- Developing self-awareness and taking stock personally and collectively as a team
- Strengthening your internal resources during change
- Understanding the dynamics of the six logical levels of change
- The impact of personal responses to change and the role of motivation
- Coping mechanisms, strategies, and practical tools to navigate uncertainty
- From coping to thriving – turning change into creative transformation
- Designing a personal action plan for resilience and success

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