Most people involved in organisational change experience a kaleidoscope of emotions. Regardless of the reason behind the change, feelings of anger, resentment, anxiety, resistance, sadness and excitement are common at different points in the change process. Feelings of fear often run rampant.

What makes organizational change so scary for so many people? What are they afraid of? Some may worry about being seen as incompetent to carry out new tasks; or worse yet, actually being unable to handle it. These anxieties all stem from a nearly universal fear of the unknown and, for many, turn the change process into a seemingly endless and frightening roller coaster ride.

Many companies fail to successfully implement change because they ignored some of the critical requirements in managing it. When effecting changes in the organization, managers are dealing with people with mind-sets and comfort zones that were built overtime. People tend to resist change because they do not want to step out of these comfort zones – they like to stay in an environment they are comfortable with. There are a number of things that need to be kept in mind to help people accept and overcome the pain of change.

The 1-day workshop aims to equip individuals or managers with the knowledge, skills and mindset necessary for managing change. You will also learn to identify the need for change, and strategize your way to successful change implementation. It all starts with checking your understanding of your own attitude towards change, recognize which attitudes need adjustment and then learn how to manage the change the organisation undertakes.

Who Should Attend
HR Business Partners, Managers & Leaders

Workshop Take-Away
Develop practical change management skills, including how to:

- guide planning and execution of strategic change management
- create employee engagement and eliminate distrust
- be a booster, not a filter, of key corporate messages
- restructure jobs effectively to build employee value
- sell and facilitate change that people can embrace
- help people adapt to new roles and systems

About The Facilitator

Amy Tan has over 20 years of experience in human resources and organisational development. She has held senior HR positions with multi-national companies and Singapore public service agencies. Amy is also a certified Six Sigma Black Belt. Today, Amy is Partner and Director of the Centre for Organisational Effectiveness (COE).