

## Embracing Change Framework

A programme for candidates to understand the change process as well as the pace of change and how we can control our journey positively. Also to become resilient and maintain a positive mindset throughout the whole process; to embrace and take an active part in the process every time.

The course will enable candidates to build the skills and confidence to enable them to self-navigate through the change journey understanding how much control they have. They will develop resilience to positively embrace change and motivate themselves throughout and beyond.

Candidates will learn how to:

- Become self-aware of positive and negative behaviours
- Influence themselves positively and confidently
- Identify and manage own emotions as well as other peoples
- Remain calm and professional in times of stress
- Navigate the change journey

Motivate themselves and their colleagues through change

- Embrace change early to positively influence their journey
- Manage relationships positively through support

## Course Outline

- Introduce concept of 'Self-awareness', allow people to understand they have positive and negative behaviours and how they can identify them
- Learn the precepts of 'Emotion Management' (safely challenging existing behaviours), learn how to respond instead of react, understand we can choose what emotion we want, no one makes us 'feel'
- How to build on this to become resilient, what is resilience, how can I choose to be resilient at any time, how to retain our power and not give it away – techniques, the suit of armour/water off a duck's back

# Talking Life

- The Change Process – Fisher’s personal transition curve \* (presented appropriately for candidates), understanding the stages and the emotions associated, exercise to understand where everyone is on the curve (powerful exercise to increase self-awareness), understand the change process is the same in personal life as business life – mention of Kübler Ross grief curve and its similarity
- How to build self-motivation
- Motivating self through the change process
- Managing our relationships through the process to support and be supported to realise how the results of change can be positive
- Summary of learning; understanding that by embracing change we have more control over the process, ourselves, our relationships and our motivation, Q&A
- [https://www.csu.edu.au/\\_\\_data/assets/pdf\\_file/0006/949533/fisher-transition-curve-2012.pdf](https://www.csu.edu.au/__data/assets/pdf_file/0006/949533/fisher-transition-curve-2012.pdf)