

Change Mode: ON – “Embracing Change with Confidence”

Interpersonal Skills



11385



In-Class



16 hours



EGP 7,575

Course Description:

Change Mode: ON is an interactive course designed to help employees understand their natural reactions to workplace change and develop the confidence and practical skills needed to adapt successfully. The course introduces the Change IQ Continuum, the phases of change, and practical methods for focusing on what can be controlled or influenced. Participants explore how their mindset and behavior can affect their own performance, their colleagues, and organizational results. Through a change self-assessment, peer discussions, planning activities, and a review game, participants will practise responding constructively to change and create a personal charter for applying their learning in the workplace.

Target Audience:

This course is designed for junior and senior employees, who need to adapt to workplace change, maintain performance during transitions, and positively support colleagues.

Course Objectives:

By the end of this program, participants will be able to:

- Assess their Change IQ and identify opportunities to improve their attitude and behavior toward workplace change.
- Explain an embracing-change mindset and its benefits to themselves, colleagues, and the organization.
- Recognize the phases of change and apply appropriate actions to move through each phase effectively.
- Use practical tools and techniques to identify what they can control or influence during change.
- Demonstrate constructive behaviors that maintain performance and encourage colleagues to embrace change.

Course Outline:

Module 1: Welcome to the Change Zone

- Experiencing workplace change through an interactive simulation
- Recognizing common reactions to changing demands
- Exploring the mindset needed to adapt successfully

Module 2: What's Your Change IQ?

- Assessing personal reactions and behaviors toward change
- Exploring the Change IQ Continuum
- Understanding resisting, observing, accommodating, and embracing
- Identifying opportunities to strengthen personal Change IQ

Module 3: Moving Through the Phases of Change

- Recognizing the phases people experience during change
- Understanding thoughts, emotions, and actions in each phase
- Maintaining performance and productivity during transitions
- Beginning an Embracing Change Personal Charter

Module 4: Taking Control of Change

- Applying best practices for embracing workplace change
- Distinguishing between control, influence, and concern
- Using the Control Evaluator to identify practical actions
- Focusing energy on constructive and achievable responses

Module 5: From Awareness to Action

- Applying change skills through a workplace case study
- Using positive behaviors to influence and support colleagues
- Finalizing the Embracing Change Personal Charter
- Reinforcing learning through the Change Pursuit activity

Assessment Strategy:

Participants will be informally assessed through the Change IQ self-assessment, participation in discussions.

Course completion will grant participants:

1.3 CEUs

Course Language:

- Training Material: English
- Facilitation: Bilingual

Prerequisites:

None