

Helping your People through Change

The Great Training Company

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All **leadership interventions** involve some aspect of change that may effect a companies systems/processes or culture and while often there are complex and well thought through plans to implement the structural, aspects engaging the employee population is often left to sheep dip presentations and the formal communication process.

At **The Great Training Company** we know that the **real success** of any process is dependant on the **personal drive and engagement of employees** to make the new approach work. This calls for leaders to understand their people personal position to the change and the approach they are to take to help implement it. Only with this knowledge can they truly communicate about what is happening and develop individual coaching strategies to help their people manage the process for them selves.

Two aspects are key understanding the position your people are in;

- The extent to which they understand the purpose of the change.
- The extent to which they are willing to contribute.

These aspects may not be in sync which can lead to what psychologists refer to as **dissonance** – a mismatch between their experience and how they cope with it on a day to day basis.

This dissonance can cause feelings of helplessness and lead to change being even harder to implement.

The Great Training Company has identified an approach to help leaders evaluate their people's contribution and act as a basis for more **bespoke coaching** with individual team members. This approach helps leaders understand better their people's position and provide an insight for how they can help their people through a sometimes difficult process.

In organisations where leaders understand that they have to adopt a situational approach to leading their team it should be evident that a **situational approach** will work best when piloting their people through a change process.

Our model provides the basis to understanding where your people are and developing individual approaches for helping them move to the next stage.

Our workshop includes;

- Creating a vision for change within your team.
- Understanding your people's positions.
- Analysing the change mindset.
- Creating individual approaches.
- Managing bespoke communication.

This approach can be part of specific **change process** or be included in a wider **Management Development** intervention.

Approaches To Change



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