

Change Toolkit - The Wayfinder

Programme Overview

Summary	<p>This workshop provides leaders with insight to understand and support their team members to thrive when things move (change). This can be made more challenging for a leader when they also may not have a clear or long view of the way forward.</p> <p>However, enabling their team or individuals to expect change, be prepared for change, and be ready to manage the change can make a huge difference to how a change initiative lands. Leaders learn about the human and social factors that can cause barriers or resistance to change, and strategies to manage these responses.</p>
Style and Approach	Highly practical experiential workshop using an animated video to encourage group discussions.
Programme Structure	3 hour workshop
Audience	All Line Managers
Group size	16 Participants

Programme Overview

Programme Topics

- Participants are introduced to the different motivators and responses demonstrated in 'Who took my cheese' considering the role of a leader in change. Participants discuss and debate how they can use the lessons in the video to support and guide others through the 'maze of change'.
- SCARF is a tool to help leaders understand different responses to change - the human and social needs can trigger the responses and what to do about it. The SCARF model (ref: David Rock) involves five domains of human social experience:
 - Status is our own sense of importance in relation to others.
 - Certainty is our brain seeking predictable patterns to help us plan our next move. This can be exhausting during times of uncertainty.
 - Autonomy relates to the degree of control we feel we have to make choices or decisions in what is happening to us.
 - Relatedness is about how safe or connected we feel to those around others and the affinity of information we have with others.
 - Fairness relates to the sense of injustice we feel when we perceive someone or something as being unfair, and how this can disable our empathy of others.
- Change can be seen as a threat or reward to our social standing and needs.
- Threats describe the things that make people feel negative emotions, such as sadness, fear or anxiety.
- Reward describes things that make people feel good emotions like happiness, creativity, curiosity and hope.
- Practical application - Using a live example they will or have experienced, participants identify actions they can take as a leader to help shift others perspective from threat to reward.

Outcomes

Having attended this course, you will be able to:

- Know how to apply their role as a change guide to their team.
- Take accountability for their role as a manager to engage and drive change. Learn to recognise the human and social needs impact on responses to change and strategies to manage it.

How to Apply:

You can self-nominate via Oracle.