PREVENTING CHANGE FATIGUE

COURSE OUTLINE

Leadership Dimensions
Leading people to perform

Whether change is perceived as positive or negative, energy is always expended in dealing with it. So when faced with change on a regular basis, people are often left feeling drained, overwhelmed, even exhausted. In planning change initiatives, it is important to consider the time it takes for people to transition, to learn new skills and to move through the emotional journey associated with change.

This program is designed to help individuals consider the hazards of change fatigue and to mitigate the risks of this escalating into stress and ultimately performance issues, absenteeism and mental injury claims. By careful planning prior to the change initiative, understanding of the effects of change, discussion of coping mechanisms and the development of a conversation structure that seeks out support from colleagues and managers, this is a well-rounded and highly practical program for those wanting to be highly effective in managing change.

This program can be pitched for managers and for any individual that finds themselves faced with significant or frequent change.

OBJECTIVES

At the end of this course participants will be able to:

> Identify the symptoms of change fatigue

> Plan for the impacts of change so that sufficient time is allowed for learning, adjustment and transition

> Develop personal coping mechanisms that reduce the negative impacts of change

> Have conversations that alert managers and colleagues to the current situation and provide opportunities to seek support before change fatigue becomes an issue

> Educate others on the process of change and how to reduce change fatigue

> **DELIVERY MODE:**
Blended – some pre-work with 1 day face-to-face. Can be supported by online follow-up coaching

> **TARGET AUDIENCE:**
Anyone dealing with or affected by workplace change

> **PREREQUISITES:**
Nil

> **DURATION:**
1–2 days

OTHER PROGRAMS YOU MAY BE INTERESTED IN:

> Leading Others Through Change

> The Daily Grind - Reducing Stress

This course is part of the
>> DEALING WITH STRESS suite of programs