

# Managing Difficult Changes

Planning and executing organizational change is not easy. When organizations experience difficult times, employees are faced with many uncertainties. As a result people often become confused, hurt and unproductive because the old ways of coping are not working. Learn how to help employees embrace change by developing skills to manage it proactively and productively. Learn to recognize the signs of stress and burnout that change can create and how to develop skills for helping the workforce learn what to do to regain enthusiasm and meaning in work.

## Benefits

Upon completion of this program, participants will be able to . . .

- Recognize how change starts the stress cycle
- Understand individual dynamics and reactions to change
- Manage and lead employees through the impact of change
- Use techniques for minimizing impact on productivity
- Help employees regain enthusiasm and energy and to find meaning and fun in work

## Topics

### IMPACT OF CHANGE

- Understand why change causes stress
- Recognize how stress is related to perceptions of an event
- Understand how change creates a sense of loss for employees

### HELPING EMPLOYEES

- Learn how to acknowledge real issues occurring with employees
- Understand how to help employees develop techniques for coping with change

### TAKING CHARGE

- Understand how to manage business objective during a time of change to ensure productivity
- Make a plan for coping with change in a climate of uncertainty

### FIND MEANING

- Learn techniques to renew your own and your employees' internal energy and enthusiasm

## Formats

Format consists of a half-day, interactive workshop. Program is designed for all managers and supervisors involved in a changing work environment.

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