

# MANAGING CHANGE: SHIFTING PARADIGMS

## PURPOSE:

In the modern workplace, we are bombarded with demands for change. From corporate restructuring to the virtual office, the pressure is unrelenting. Therefore, to be successful, it behoves us to have the skills to deal effectively with change.

## SEMINAR OUTLINE:

### INTRODUCTION

- Participant Introductions
- Participant Objective
- Seminar Outline, Methods and Techniques
- Change/No Change Team Task
- Video

### CHANGE IN THE NEW MILLENNIUM

- The State of Change
- The Process of Change
- Types of Change
- How Do You Feel About Change?
- Video
- Self-Assessment Instrument

### FACTORS IN CHANGE

- Force Field Analysis
- The Theory of Growth

### RESISTANCE TO CHANGE

- Reasons for Resistance to Change
- Reducing the Resistance
- Enabling Paradigm Shift

### IMPLEMENTATION OF CHANGE

- Principles of Managing Change
- Reasons for Acceptance of Change
- The Essentials for Successful Implementation
- The Role of the Change Agent



