



Results Through People

Fit for Change

Building Change Resilience

I really liked learning about different parts of the brain. It is a great workshop and really helped me think over and see things from a different perspective

Finance Client

Anne Paterson, Workshop Leader

Anne has over 20 years' experience in the areas of Learning and Development and Human Resource Management in the UK, mainland Europe and Australia. She has a Master of Arts Degree and a postgraduate Diploma in Management Studies, and is an accredited NLP Practitioner and a Master Trainer for Team Management Systems (TMS).

Anne was Head of Human Resources for Flight Operations in British Airways and HR Manager Europe, providing consulting support and advice to 24 countries. Since establishing Results Through People in 1995, Anne has worked with a wide range of clients across both public and private sectors.

Resilience and Change

Ever experienced change fatigue and realised how draining it can be? We lose energy, confidence and perspective, and the changes we face seem overwhelming. Developing resilience to deal with ongoing change is not a skill we are often taught, but it is important for our wellbeing, personally and professionally. People respond to change in different ways. Some individuals thrive in a world of continual change whilst others view the same situations and see negativity and hardship, instead of options and opportunity. Developing resilience gives us the ability to *choose our response* to situations, to function well during change and to build our capacity for dealing with the challenges of future changes.

Learning Outcomes

In this **Fit for Change** course participants will learn how to:

- Understand their responses to change using the learnings from Neuroscience
- Learn how to navigate change
- Manage their emotions and thinking to be more in control
- Develop their levels of optimism
- Use time and energy productively
- Build and sustain resilience
- Increase their capacity for change
- Develop practical strategies for moving forward

Individuals will increase their ability to see change as something that can be successfully managed and harnessed. As a result, they will have greater capability to anticipate change and recover quickly from its effects.



Program Overview

The program is customised to reflect the needs of each client. Topics which may be covered include:

What is Change?

- Our brain and Change
- Understanding ourselves and our reactions to change
- Predictable dynamics of change

Navigating Change

- The challenge of transitions
- How our emotions and thinking affect our views of change
- Strategies for managing ourselves

Building Resilience

- What is resilience?
- The strengths underpinning resilience
- Making ourselves more resilient
- Finding the right balance

Sustaining Resilience

- Dealing with stress
- Managing our time and energy
- Getting organised
- Setting personal goals
- Maintaining momentum

Contact Results Through People
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