

# BrainSmart™ Change Leadership

## Making Change with the Brain in Mind

*Understanding how the brain functions (BrainSmart) was fascinating and has helped me be more aware of, and to understand, my team's reaction to change. I am now better able to manage change and their reaction.*

Cuscal

*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 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.*

### Applying Neuroscience to Change

We have learned more than 80% of what we know about the brain in the last 20 years and we are now able to take these key learnings and apply them to how we lead and manage organizational change.

The Workshop explores how our brain perceives change and helps leaders understand how to approach change management in a brainfriendly way. Leaders are equipped with tools to maximise productivity and minimise change resistance. They also increase their self-awareness and learn ways to optimise their own brain in order to be more effective and perform at their best during change.

### Learning Outcomes

This program provides leaders and managers with the skills to:

- apply an understanding of the brain to designing and communicating change
- integrate change processes with the people side of change
- build and sustain ongoing performance during change
- improve their own focus, decision making and emotional regulation by optimising their brain
- develop their self-awareness and support their own self-care to achieve ongoing performance



### Course Overview

- Understanding our Brain
- Making Change Smarter
  - The Neuroscience of Change
  - The 3P's of Change Leadership
    - Process, People, Performance
- Why Change is Hard
- Managing Reactions and Transitions
- Dealing with Resistance to Change
- Communicating Change Effectively
- Maximising Performance
  - Our Own Personal Best (Self-care, Self-awareness, Self-management)
- Managing Emotional Reactions
- Harnessing the Power of Attention to make more effective decisions and optimise performance

Contact Results Through People  
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