

Dealing with Change and Building Resilience

Navigating the Challenge of Change

Applying Neuroscience to Resilience

“Being able to manage stressful situations better and calmer. I now take the time to stop and think about what is happening to either reduce my stress levels or to think about what the facts are. When dealing with change, I try to understand what is within my control and what is outside of my control so I can manage the areas that I can control and not worry about the rest”.
Cuscal

“Being able to cope and adapt better in a stressful environment. Accomplished, less stressed, more confidence”.
Financial Services

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.

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 see options and opportunity and bounce back from setbacks quickly. Others experience fear and negativity and struggle to stay productive. 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

This program provides participants with the skills to:

- apply an understanding of the brain to respond to change more effectively
- manage their attention and energy and maintain perspective in change
- build and sustain ongoing performance and stay productive
- manage their emotions and stress in difficult and challenging situations
- develop their self-awareness and support their own self-care to build mental strength



Course Overview

Dealing with Change

- The Challenge of Change for our brains
- Understanding ourselves and our reactions to change
- Predictable dynamics of change

Navigating Change

- The challenge of transitions
- Reducing resistance to change
- Strategies for managing our attention and thinking to maintain our perspective
- Managing our emotions to avoid overwhelm and deal with others effectively

Building Resilience

- What is resilience?
- The 6 areas to focus on to build resilience
- Developing our self-awareness and self-management to deal with stress
- 10 strategies for building Resilience

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