



# TripleWin Consulting

## It's Time to Change

This eight-hour course, *It's Time to Change*, provides an environment for discussing change – the difficulties, the advantages and the necessity. It introduces change principles and frameworks that help participants develop a healthy mindset for change, prepare for changes and identify how to help others. Participants can apply their learning to a real-life change situation that they are, or will be, facing within their respective workplaces. A change readiness assessment tool is provided.

### Program Objectives:

- Recognize the emotional stages of change and the characteristics of each stage
- Recognize how to move through the stages
- Recognize why and how people resist change
- Identify what is needed from others to help accept and support change
- Review key stress concepts related to change

### Course Overview:

This course uses a highly interactive teaching style, combining team initiatives and group discussions with relevant theory and change principles to make a rich and engaging learning environment.

### Content:

- **Developing a Mindset for Change:** change simulation, change paradigms
- **Resistance to Change:** why and how people resist change, emotional stages of change, transition model
- **Change Initiative:** team initiative
- **Stress Basics:** stress reduction techniques, ideas for helping others
- **Change Readiness Assessment:** tool for evaluating readiness for major changes