

## Adapting to Change

The only guaranteed constant is that everything changes. How we deal with change influences our day-to-day decisions and actions in the workplace. “Adapting to Change” will help bring a greater understanding of the human response to change, the benefits of change, and tips and strategies for how to adjust to change more easily. This course is designed for employees of all levels in the organization.

### Expected Outcomes for Participants

- Acquire an understanding of an individual’s response to organizational change
- Develop “coping strategies” for effectively dealing with change
- Learn tips & strategies for adapting to change in the workplace
- Acquire an understanding of the part “attitude” plays in the human response to change

*“It was so helpful for our employees to learn that their reactions to the impending changes in our organization were ‘normal’. Our employees learned that it was ‘okay’ to be feeling anxious and were taught some great strategies for adapting to our reorganization more easily. Kathy was a great resource after the training with any follow up questions that we had regarding the training and implementation of the topics we learned about.”*

**–Tiffany Thuney, Human Resources Director  
Merck**



## Adapting to Change

### Training Agenda

- It's Simply Human Nature
  - Why We Feel the Way We Do about Change
- How We Respond to Change
- The Individual's Phases of Adapting to Change
  - Denial
  - Anger & Resistance
  - Exploration & Acceptance
  - Commitment
- The Team's Phases of Adapting to Change
  - Disorientation
  - Reorientation
  - Integration
- Tips & Strategies for Dealing with Organizational Change (Activity)
  - Identifying Potential Change Factors
  - Identifying the Positives
  - Regaining Control
- Helpful Steps for Adapting to Change in the Workplace
- It's All About Your Attitude

### Length of Class

4 hours

### Class Size

15 people

### Client Responsibilities

- Invite participants
- Secure room for training & ensure set up as directed
- Supply refreshments and meals as required

### Trainer Responsibilities

- Supply participant materials
- Facilitate session

