

# *Taking Action:* **A PROACTIVE APPROACH** *to* **CHANGE**

## IMPLEMENTING BEHAVIOURS OF SUCCESSFUL SUPERVISORY MANAGEMENT

**Change.** It's the only sure thing in business. Yet, even the anticipation of dramatic changes - the arrival of new management, sweeping layoffs of co-workers, the implementation of new corporate policies - can leave employees and managers feeling disoriented, disengaged and disenfranchised.

During this workshop, you will learn what the most common assumptions about change are, and how you can confront these head on. In addition, you will follow the business change cycle, and learn how you can react positively to change.

### **Session Objectives:**

- Identify the difficult phases of change
- Manage personal reactions to change

- Break the molds of outmoded work patterns
- Help employees maximize new opportunities
- Minimize the "people" breakage that often accompanies change

### **Key Learning Points:**

- Many see change as a marketing, strategic, or technical issue. In fact, the real issues around change are human issues.
- Most businesses go through a growth curve with the following phases: Formative, Normative, Integrative.
- The model for change: Endings, Transitions, Beginnings.
- There are four general reactions to change: Disorientation, Disengagement, Disenchantment, Dis-identification.

**COURSE LENGTH – HALF DAY**



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## Unleashing Human Potential™

ATW Training & Consulting is dedicated to creating high-performance workplaces through the growth of people.

Our passion is helping you unleash the human potential within your organization through our customized training services, expert consultation and coaching, and extensive training product library. We work with all levels of employees, helping them achieve improved productivity and new heights of professional growth.

### **Our core topic areas include:**

- *Business Writing*
- *Change Management*
- *Communication Skills*
- *Conflict Resolution*
- *Customer Service*
- *Leadership*
- *Legal Issues*
- *Sales*
- *Supervision & Management*
- *Teamwork*
- *Time Management*



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# Supervisory Management Workshops

IMPLEMENTING BEHAVIOURS OF SUCCESSFUL SUPERVISORY MANAGEMENT

## STEPPING UP *to* SUPERVISION

Businesses are in constant transition. This series of three courses is designed to assist leaders, managers, and new supervisors to be more effective in their everyday activities. Enhanced organizational performance will be the result of these half-day and one-day workshops on supervision, coaching and pro-active change.

*"...If you don't change, reality in the end forces that change upon you...."*

- Stuart Wilde

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