

## Motivating and Energising Teams in Times of Change

**Target Audience:** All managers and team leaders that find themselves in situations where they need to motivate themselves and others in times of change – from small-scale team restructures to large-scale mergers and acquisitions.

### Key Learning Outcomes

- Discover the psychology behind change resistant behaviours and how you can best move people from a state of resistance to a state of collaboration.
- Understand your current Motivation Profile and how this affects your performance and your ability to motivate others.
- Learn how to re-ignite passion for the job when times are tough.
- Know how to keep yourself and your teams motivated and engaged on the job, especially in difficult periods of change.

### Course Experience

- ✓ Theory: Latest best practice
- ✓ Team discussions
- ✓ Self assessment
- ✓ Role plays
- ✓ Film clips
- ✓ Personal action planning

## Course Outline

### MORNING SESSION

#### The Natural Reaction to Change

- Types of Change you Need to Influence
- Signs of Resistance
- Why People Resist Change – The Change Reaction-Transition Curve
- Top 10 Mistakes Made by Managers in Change Initiatives

#### Preparing for Change

- Developing a Case for Change
- Establishing Change Readiness
- Identifying and Assessing the Stakeholders
- Planning How you Manager Change – Practical Application of the Change Commitment Model
- Anticipating and Reframing Objections

### AFTERNOON SESSION

#### Motivation through Needs Satisfaction

- Resourceful and Unresourceful States
- Important Motivation Models and their Application
- Matching your Approach to Different Personality Styles
- Your Motivation Toolbox

#### The Road Ahead

- Top Tips for Motivating Others in Times of Change
- Personal Action Planning

“ **Management is nothing more than motivating other people.** ”

*Lee Iacocca*

**Pre-Course Work:** Completion of Pre-Course Questionnaire and *Motivation Self Assessment*

**Course Material:** Includes facilitator's slides, exercise worksheets, background reading/articles and recommended books

**Ideal Number of Participants:** 9

**Maximum:** 12

**Minimum:** 4