

# Managing In An Ever Changing World

## What is it?

Creating the future is a more forceful approach than waiting for it to happen to you. The biggest struggles are the ones fought in our own minds, and in times of change people tend to make the dragon even bigger! Your role as a leader is to work with those struggles positively and learn how to engage and take your teams with you. This course is designed to help you face change and harness it. It will also help you in managing ambiguity, particularly in situations where goals are not clear or they are short term.

## What you will get out of it

By attending the seminar you will:

- Learn how to manage in a situation with **unclear goals** or **ambiguous directives**.
- Know the **'triggers'** that will help get **buy in** to change.
- Know how to identify and position the **pay offs** for change.
- Be able to articulate the **benefits/rewards** of changing before you are changed.
- Know how to position your **adaptable** people in key 'hot spots'.
- Learn about managing **ambiguity** and the tensions it surfaces.
- Fully understand the unavoidable **human response** to change and the potential emotions it will generate.
- Know how to manage **negative feelings** and **emotions** in yourself and in those you lead.
- Feel more in **control** when under emotional pressure or personal attack.

## Key Themes

- Practical **strategies** and **tactics** for managing teams through constant change.
- Tools for keeping people motivated **without** the traditional 'levers' of future tangible rewards.
- How to work within your 'spheres of influence'.
- How to motivate direct reports when the **future** is not always **clear**.

## What's Involved

- Skills input and discussion to enable you to grab a few **easy victories** based on using the **appreciative enquiry**.
- Learning the skills of knowing when to pose the **tough questions**.
- Understanding why people are so **needy** and how to hook into those needs.

“The new environment dictates two rules: first, everything happens faster; second – anything that can be done will be done, if not by you then by someone else somewhere” ANDY GOVE (CHAIRMAN, INTEL)