

Thriving through change

...making change work for you

WHY DOES THIS MATTER TO YOU?

We are living in a time of such rapid and complex change that the World Economic Forum has called it the Fourth Industrial Revolution. Throughout history, change has been a constant feature. What's different today is the velocity, frequency and complexity of the change. To lead productive, happy and fulfilling personal and professional lives, it's not about 'surviving' change; rather, it's about being equipped to 'thrive' through it.

WHAT IS THE GOAL?

To build your courage, capability and conviction so you can embrace the opportunities that arise in changing situations, and be ready to thrive in a complex and ever-changing world.

WHAT IS THE LEARNING APPROACH?



To grow, thrive and prosper, it's important to understand what is going on psychologically, cognitively, emotionally and physiologically. By gaining insight into these elements, you are better able to manage and respond to your changing circumstances. The program's approach is based on science, while the course activities are practical, so you walk away with a toolkit to help you (and others) build the skills and techniques they need to respond better and adapt.

Key learning outcomes include:

FOR EMPLOYEES

- Awareness of the impact a person's mindset and behavioural patterns have on how they experience and respond to change
- Understand the critical ingredients for successful personal change, and knowing how and when to apply
- Insight into how the brain responds to changing environments, and how to detect, mitigate and manage
- Awareness of the steps to take to build new, positive and self-reinforcing habits
- Increased confidence and experience in applying these techniques to a range of circumstances

FOR LEADERS

- Alongside employee benefits, leaders will learn how to understand their team member's change mindset, so they can adapt their approach to best support their team, influence outcomes and deliver progress
- Understand how changing the context and applying 'nudges' can help with change acceptance and adoption
- Acquire techniques to secure greater traction with their team during times of uncertainty and change
- Know the steps required to take their change leadership to the next level

“ Michelle has presented for The Australian Institute of Managers and Leaders on a number of occasions. She is always engaging and insightful, and uses real life examples to ensure the content is relevant and meaningful for the audience. ”

Margot Smith, GM Engagement Marketing at the Australian Institute of Managers and Leaders



PROGRAM OPTIONS



This program can be customised to the needs of the organisation. It is typically structured as a two-day facilitated workshop. During the session, the participants will gain relevant insights, learn key techniques, and have the opportunity to put them into practice. This program is practically constructed, including an optimal mix of theory, reflection and practice. While the program's context is organisational, the skills gained equally apply in your personal life.

The program can operate as a small group or large group session.

NEED ADDITIONAL SUPPORT



Everyone finds change hard. However, there are often undiscovered reasons holding us back from changing and reaching our goals. As an extension, coaching support can be provided. This highly personalised program will take you on an enlightened program of self-discovery. It will help you uncover the real reasons why you find it hard to change and adapt, and how your unconscious goals can sabotage your desired goals. This extension program works one on one with a highly experienced coach, who will guide you through a series of activities that are designed to help you move forward positively and optimistically with your life's goals.

EACH PARTICIPANT RECEIVES



- Pre-reading and completion of a diagnostic before the session
- Two days of facilitated workshop, packed with activities, case studies and practical ideas
- Follow up activities to enable ongoing development back in the workplace
- A Thriving Through Change toolkit
- Workbook capturing key ideas, insights and learnings
- Reading list and resources for further learning

Michelle Gibbings is *the* Workplace Expert

In a time of unprecedented change, Michelle is bringing back the happy to workplace culture by getting people comfortable with embracing the unknown. Working globally, she empowers the leaders of tomorrow with practical tools to thrive through complexity, unlock greater self-awareness, and make powerful, wise and congruent choices. Choices that better serve their colleagues, organisation and career.

Speaking internationally, passionately and prominently about better ways to lead, Michelle is in high demand as an innovative keynote speaker, advisor and executive mentor of choice, working with leading corporations and largescale organisations.

As an author, Michelle focusses the spotlight on the shifting paradigms of work and employment. Her best-selling books are must-have tools for both employees and managers - 'Step Up: How to Build Your Influence at Work', 'Career Leap: How to Reinvent and Liberate your Career', and most recently 'Bad Boss: What to do if you work for one, manage one, or are one'.

