

WORKSHOP SPECIFICATIONS

FORMAT:

Video-supported, leader led, hands-on, interactive workshop

LENGTH:

2–3 hours, depending on class size and on whether participants work on their own individual change plans or collectively process a difficult change occurring in their organization.

AUDIENCE:

All employees—from the front line to senior managers

CLASS SIZE:

10–30 participants per workshop leader

INSTRUCTOR/LEADER:

LifePath facilitator or your organization's leaders or trainers (no certification is required)

"IT" KIT CONTENTS:

LEADER MATERIALS:

- 1 video, *The Ebb Hardy Story*
- 1 Leader Guide
- 1 Leader Presentation on CD
- 1 Tips for Leaders audio CD
- 1 hardcover copy of book, *"It" Happens! How to Become Change-Resilient*
- 1 pad (25 count) Change-Resilience Roadmaps™
- 1 complete set of participant materials (see below)

PARTICIPANT MATERIALS (10 SETS):

- 1 set of Change Puzzle Cards™ (Change Key™ attached)
- 1 Change Puzzle Cube™
- 1 Change Puzzle Guide™



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1-800-830-6270

"It" Happens!

HOW TO BECOME CHANGE-RESILIENT

A Workshop for All Employees

During upheaval, employees typically lose two hours of productivity a day worrying about the change rather than focusing on how they can contribute and adapt.

WORKSHOP OVERVIEW

Build a change-resilient workforce by equipping everyone in your organization with the "It" Happens! skills and tools. In this fast-paced, engaging workshop, participants will find a proven, personal change model, and content-rich tools that they'll put to immediate use on the job, at home, or wherever change happens. Participants create a solid plan to handle any "It" with confidence.

One of the unique characteristics of this workshop is its dynamic, dramatic video. Complementing the book, *"It" Happens! How to Become Change-Resilient*, the video presents and supports content by letting participants see an "It" unfold. Learning opportunities are woven throughout the video. By seeing themselves reflected in the characters, people begin to deal with their own change—in a safe, nonthreatening environment.

EMPLOYEES LEARN AND PRACTICE THESE KEY SKILLS

TOPIC 1: Understanding the Three Types of Change

Not all changes are created equal. Some affect us more than others. So, early in the workshop:

- Participants learn about the three types of change that affect us all
- Participants understand that the quality of their lives after a change is determined by personal choice—not by external circumstances

TOPIC 2: Recognizing "Where We Are" in Handling the Change

Research has shown that we all respond to change in one of four ways.

In the workshop, by watching how the change plays out for the video's characters, participants:

- Recognize where they are relative to a current change—Resistant, Reflexive, Receptive, or Resilient
- Identify how they have handled change in each of these ways at some time in their lives

TOPIC 3: Creating a Personal Change-Resilience Roadmap

Individuals and organizations benefit as participants create a plan of action to handle a change that is affecting their focus and productivity. The tools that people learn in the workshop are tested and proven, grounded in cognitive behavior change practices. While engaged in the powerful tool application, participants:

- Become aware, then share their feelings about a change
- Reframe unproductive thoughts and beliefs about a change
- Unlock resistant and unproductive behaviors and plan new behaviors that will help them move forward and stay on course
- Arrange encouraging consequences for their new behaviors
- Consider the impact they have on others and how that impact can be more positive
- Finalize their own action plan for moving forward with the change