



## Managing Change

Change is something we all face in our work and family lives. Sometimes we instigate the change ourselves. Many times change is determined by factors outside our control. How we react to change determines our ability to grow, process new information, and succeed. This seminar focuses on our “change reaction” as a predictable, 4-step process:

- **Hear**
- **Fear**
- **Near**
- **Cheer**

Participants learn to identify the feelings and behaviors that accompany each step of the process and discover how this information can help them deal with change – theirs and other’s – more effectively and efficiently. Discussion focuses on:

### 4-hour Session (Leaders):

- The stages of change
- How to manage and facilitate change
- How to get individuals to accept new ideas and directions
- How to cope with this ever-changing and dynamic business and personal world

### 2-hour Session (Employees):

- The stages of change
- Understanding your role in the change process
- How to contribute to the change process

We’ve all seen situations where resistance to change has impeded progress – either in a business or personal situation. Change Management provides the understanding and skills to make sure fear of change never inhibits your success.

**Call today for more information about these exciting programs!**  
**800.577.4293**

*These sessions also offered in Spanish.*