

# Emotional Cycle of Change & Managing Resistance



## Workshop Content:

This half day Emotional Cycle of Change & Managing Resistance workshop will review the following:

- Emotional Cycle of Change – The 4 Stages
- Understanding resistance
- Why do people resist change?
- How people resist
- Anticipating resistance
- The different forms of resistance
- Tactics to minimise resistance
- Building the foundations for successful change
- Managing resistance practice session – ‘Reviewing Conflict At Work’

The workshop is designed for active participation with breakout exercises and practice sessions. All attendees are encouraged to fully participate and contribute to the activities undertaken.

**Duration: Half Day**

## Introduction:

*Most organisations do not stand still. To remain competitive they need to constantly develop and evolve. Successful organisations understand the emotional impact that change can have and will take steps to carefully manage the change process; anticipating and dealing with resistance as it occurs.*

The Emotional Cycle of Change & Managing Resistance skills workshop focuses on identifying the different stages of change, how this can impact on people, and tactics to adopt to deal with resistance.

## Course Aim:

To enable participants to understand what resistance is, the different forms of resistance that can occur, why and how people resist change, and ways to manage resistance and create a powerful vision for change.

## Training Suitable For:

This workshop is suitable for people who want to understand the ‘emotional cycle of change’ and how people can feel and react during the various stage of change, as well as how to deal with managing resistance from others during times of change.

## Learning Objectives:

- To understand what the ‘Emotional Cycle of Change’ is
- To identify the different stages in the ‘Emotional Cycle of Change’ and how people feel at each stage
- To understand the nature of resistance and why people resist change
- To identify the different forms that resistance can take and how to acknowledge them
- To learn what steps can be taken to deal with and overcome resistance
- To undertake a practice session in managing resistance – ‘Reviewing Conflict At Work’ and identifying ways of dealing with resistance when returning to work
- To improve your skills in managing resistance in the workplace

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