

Introduction

Applying new performance tools, coaching and management techniques or any form of change often encounters strong resistance, because many believe:

"If it ain't bust, don't fix it!"

However, research shows, people and businesses that embrace change, and the tools that assist this process, are the most successful and longest lasting.

Aims

Workshops are designed to identify reasons behind and the blocks to implementation of new skills and knowledge.

Benefits - to the individual

- Personal development
- Challenging old habits
- Putting new skills into practise
- Time and financial investment, in previous courses, can be realized.

Benefits – to the organisation

- Eliminate simple objections like:
 - a. No time;
 - b. Employees saying, "You've been on a course and you'll be better soon"
 - c. Team comments like "Your just changing for change sake"
 - d. Management comments like "These always worked in the past, why change?"
 - e. Feedback such as "I never get asked what I think" can be brain stormed and resolved.
- The ability to meet with others who are experiencing similar objections.
- The chance to re-start changes at the correct level.
- Set goals for implementation.
- Establish networks of support and understanding lines of trust.

Who Should Attend

The workshops are aimed at individuals who have attended previous courses on performance, coaching and change, but are finding the implementation difficult. In addition it may be of benefit to Senior Executives and Managers wishing to understand why some people in their organization resist change and fail to implement new knowledge and skills.

