

## Workbook Session 7

# Implementing Change & Programme Review

### Implementing change

#### Examples of change

What was the situation?

What was the purpose or objective of the change?

How did you feel about the change?

How successful was the change?

What made it successful/unsuccessful?

Think of a time when you have been subjected to change.

What was the situation?

What was the purpose or your objective for the change?

How did others respond?

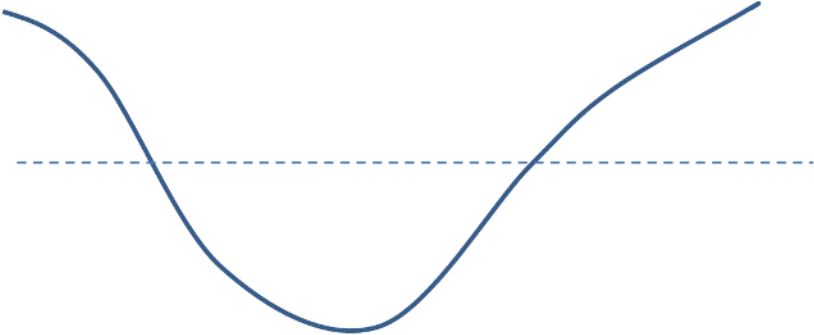
How successful was the change?

What made it successful/unsuccessful?

Why is change necessary?

Why change fails

The Change Curve



Success Strategies

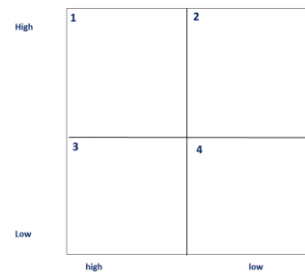
# Models Review

$$E + R = O$$

The Emotional Bank Account



Priority matrix



Perceptual positions

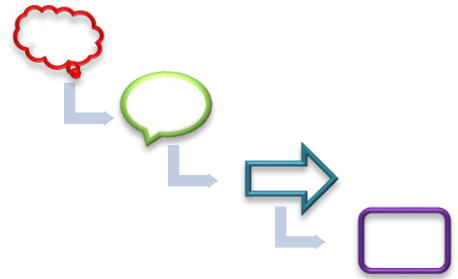


GROW

Skill Will



The communication model

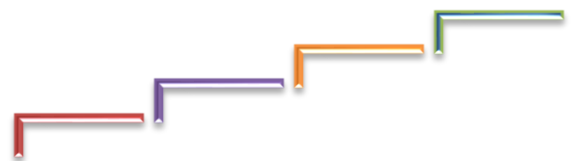


SMART

Fluff Busting

Strengths Appraisal

4 Levels of learning



# Developing People

## Typical Obstacles

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.

## How to maintaining momentum

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.
- 9.
- 10.

## Building Confidence

# Taking Stock

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**1.** What's been the most useful part of the programme?

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**2.** What have you learnt about yourself?

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**3.** What are your strengths, and how can you capitalise on these?

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**4.** What's one thing you've learnt or been reminded of that you intend to put into practice over the next few weeks?

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**5.** What's one thing you can put into practice or do differently in your role longer term?

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**6.** What are the things you need to practise to make it easier for you?

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**7.** Where do you need help or support from your colleagues?

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**8.** What further development would help you longer term?

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**9.** What's one thing you can do to help others?

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**10.** What's one thing you will do starting tomorrow?

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