

Change

Is it even possible to get people and organisations to embrace change?

Although we talk about the acceptance of change, what we experience and what we notice, is the resistance to change.

We live in a temporary world and change is unremitting. Within an organisation if enough people resist change they will certainly make it difficult for all. Ultimately we have always coped with change. The challenge is to minimise resistance; so learning to manage change in better ways will achieve our goal.



Teams are made up of networks of individuals who need to confront and understand their individual experience of change in order to discover new, more successful options, whilst retaining those tried and true methods that are still relevant.

To facilitate effective change we need to understand the interaction of the individuals involved. It's not actually the 'change' that we have so much trouble with – it's what happens between where we are now and where we need to be; between the theory and the practice; the reality of getting there!

In order to develop a culture that is comfortable with change we firstly need consciousness and reality. Then we need a really good plan that is practical and workable. Incorporating and generating a series of new networks, new relationships, information, influence, support, leadership and healthy conditions.

We specialise in working with teams experiencing new members, ideas, procedures, legislation, and change exhaustion.

Included

We believe a critical element of any Change approach is the conscious building of resilience. Overall, resilience gives us the power to overcome setbacks so it's well worth some focus and energy.

"Resilience is accepting your new reality, even if it's less good than the one you had before. You can fight it, you can do nothing but scream about what you've lost, or you can accept your current situation and try to put together something that's good."

The good news is that even if you're not a naturally resilient person, you can learn to develop a resilient mindset and attitude.