

Change agility

When faced with upheaval and change in our personal lives, we often go through a sequence of emotional reactions which include shock, adjustment and then transformation. This is the psychologist's classic 'change curve' and it's tempting to believe that it can also be applied to periods of change at work. That's not strictly true though, as modern organisations are now in a near constant state of change. The concept of 'business as usual' is receding in the face of change which no longer has a traditional beginning, middle and end. Therefore, your ability to cope with such frequent change will go a long way to determining how effective you are in your role.

Description

This topic is all about developing an agile mindset, meaning that change – even when it occurs on a regular basis – won't faze you. In fact, you'll thrive on it. When enduring change, we can sometimes develop damaging behavioural patterns which can be difficult to shake off in the long run. This is how people can become stuck in the moment, unwilling to change. Change agility is about spotting these behavioural patterns and challenging the assumptions which sit behind them. By doing this and adopting an agile mindset, you can see change as something to be welcomed, rather than endured.

What does it involve?

This topic involves a 90-minute workshop during which you'll consider how you typically react in the face of change and how change ready you already are. You'll be introduced to tools and techniques for stabilising your emotions and feeling less fragile. The importance of building up your psychological capital will also be explored, as well as the strength of your social support networks.

What's the outcome?

By the end of this topic, you will understand your relationship with change and how this determines whether you perceive it to be a threat or an opportunity. You'll have a better appreciation of the bad habits we have built up as a result of treating change as a single episode, to be tackled in a sequential fashion. By developing your own change agility, you'll see change in a far more positive light, and will contribute towards the workforce becoming more agile and effective during periods of change.

Learning activities



Delivery method:



Estimated learning time:

1 Hour 30 minutes

How to book

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