



Thriving through change - increasing resilience and agility

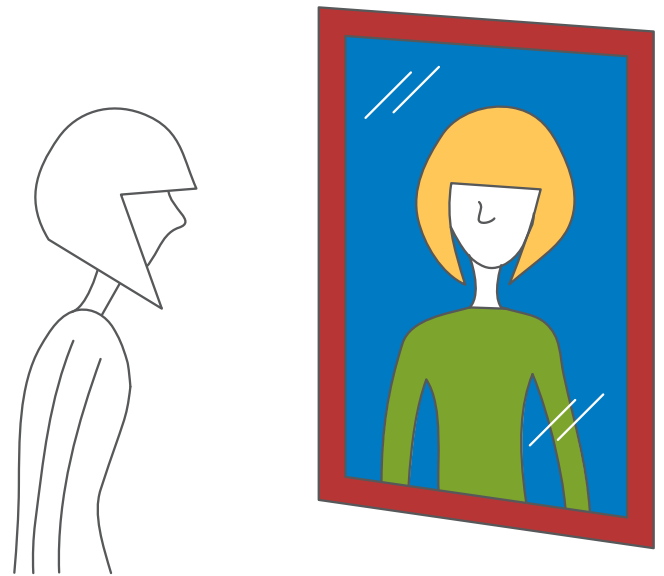
Change is any moment or event that is unexpected. Changes are coming at us with greater volume, complexity and speed, creating an urgent imperative to increase our competence in managing change. Organisations and individuals need to be resilient and agile in order to implement change effectively and stay one step ahead in their particular environment and delivery focus.

How can Insights help?

Change is constant and 70% of change initiatives fail to reach the intended objectives¹. The main reason for this is the lack of consideration for how people process and react to change.

The way that the people in an organisation evaluate and communicate change is key to it being a success. A particular change may need to happen that is critical to the progression of the business, but if the people that need to implement that change don't understand it, or are not agile enough to embrace it quickly, then it may make things worse, not better for the organisation.

"Change is not only likely,
it's inevitable." - Barbara Sher



Insights has a change solution that focuses on the people side of change, by providing a unique approach to helping people understand their own and their colleagues' reaction to change. It increases resilience and agility through equipping people with practical tools to help them be more productive, committed and engaged through organisational changes.

¹ <http://www.gallup.com/businessjournal/162707/change-initiatives-fail-don.aspx>

How does it work?

Insights Discovery is a model that helps us to appreciate that people process change in different ways.

It does this by helping people to understand themselves and others and gives a deeper level of self-awareness that is critical to employees being resilient through change. It helps people to understand their communication style, how they take in and process information and what engages and motivates them. This self-understanding is the foundation of agility, as people learn how to proactively respond to changes rather than just reacting to them.

Insights Discovery forms the basis of the change program – thriving through change.

Thriving through change

Leveraging the self-awareness gained by Insights Discovery, combined with current change theory and learning activities participants ...

- consider how change impacts them at an individual, team and organisational level
- explore how change affects them personally and how their reactions are influenced by their preferences
- understand the stages of transition

- learn how to optimise current conditions to be able to adapt to and embrace change
- identify actions that help them to remain resilient and positive

The end result

By the end of this programme, participants should have a greater understanding of how they react to change and why. They will have developed some ideas of how to reduce stress caused by change and how to increase their agility both in general and in relation to a particular change that may be happening at the time.

Get in touch

For more information on how Insights can help with change or any other business issue relating to your people, please get in touch: www.insights.com.

