

MIND-SHIFT PROCESS

Managing the people-side of change is far more significant than managing the business-side



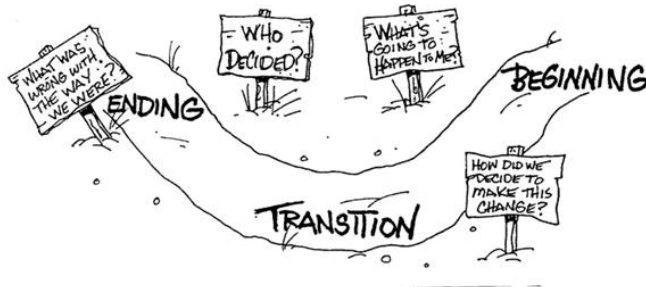
psychology at work

Mind-Set 2012

In 2012 and beyond, organizations, teams and individuals will be required to have the skills and mind-set to conceptualise, deliver and manage change. If the mind-set of the organization, specific team or individual is not set to go, most new company initiatives will be less than effective.

Conventional Change Management Process

- While most change management initiatives include a brief focus on attitudes and beliefs, seldom do they focus on 'How to change mind-set'.
- A colourful and interactive video or press release about the benefits of an upcoming specific change or 'new' element is not going to change resistant mind-sets.
- Project teams and key individuals are required to become experts at managing change on their own time and thus it is often not given due attention and focus.



Elements that can freeze

- Defensive mind-set
- Hanging in until retirement
- Ego-play
- Limited listening
- Individuals having a mind-set of 'do little'
- Surface agreement, but deep level sabotage
- Lobbying against change

Essential fears

- Change is often threatening to those who fear a loss of power or control
- Change can be very scary for those who are desperate for stability
- Change can be unnecessarily difficult for those who have lowered self-esteem
- Change is often seen as completely unnecessary by those who are classified as 'deadwood' or 'part of the furniture'.



Our Process

Our **Mind-Shift Process** workshop covers the people side of change. It looks at the assumptions, behaviour patterns and emotions involved with 'change'. It also includes advanced interpersonal skill for managing your own and others reactions effectively.

The programme runs consecutively over 2 or 3 days and can be arranged as an open or in-house process.

For more information on these and other services, please contact

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