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**Change and  
Adaptability**

 **GP Strategies®**

# Change and Adaptability

Imagine navigating transitions smoothly, fostering a culture of growth, and responding to challenges with agility. Adapting to change isn't just about reacting; it's about proactively shaping your future with agility and a growth mindset.

By adopting a change mindset, you'll cultivate continuous learning and flexibility, which are essential for thriving in dynamic environments. Building trust and engaging key players will ensure everyone is aligned and committed to the journey ahead.

This Change and Adaptability course is designed to equip participants with the essential skills and insights to handle change effectively. You'll learn to manage transitions smoothly, inspire those around you, and drive sustainable success. It's all about insight, mindful practice, and proactive engagement.



## **The Foundations for Leading Change:**

Focus on building trust and relationships to create a strong base for change.

**Change Mindsets:** Adopt a growth mindset for learning and resilience and an agile mindset for flexibility.

**Key Players:** Engage sponsors and stakeholders to drive change and ensure their active involvement.

**Guiding People Through Change:** Manage transitions by understanding the difference between reactions and responses and by using the EMBRACE and R2P2 models.



# The Experience

The session begins with a focus on the importance of relationships during change, emphasizing the need for trust to foster collaboration and innovation. Participants discuss their experiences with building and maintaining trust in breakout groups.

Next, participants explore growth and agile mindsets, highlighting their role in change management. Participants share examples and challenges of adopting these mindsets in their organizations. The roles of sponsors and stakeholders are then discussed, with participants sharing their change initiatives and strategies for effectively engaging key players.

Participants explore common reactions to change and learn to differentiate between instinctive reactions and thoughtful responses. They discuss their experiences and learn how to manage these reactions.

The EMBRACE stages of change are introduced, and participants share recent change initiatives before

learning about the R2P2 model. Participants learn how to apply it in their workplaces, identifying key skills needed for effective implementation.

The session concludes with participants sharing their insights and focusing on core learnings to apply after the event.



# Objectives

Upon completion of this session, participants will be able to:



Understand the role of trust in leading change and building relationships.



Examine the mindsets needed to lead others through change.



Understand the role of the sponsor and key stakeholders to ensure the success of the change.



Recognize and understand reactions and resistance to change.



Examine the R2P2 model as a framework to support people through change.

## Duration

(1) 3-hour VILT

## Target audience

Individual contributors, people leaders

## Class size

This course is designed for up to 25 participants.

## Available language

English



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