



# MANAGING IN THE DOWNTURN

## A half day programme for managers

### Programme Aims:

This training course aims to provide managers or team leaders with the ability to manage the impact of changes occurring within their operational area brought on by the economic downturn, so they can support both themselves and their team members to maintain motivation and morale.

### Programme objectives:

By the end of the workshop managers/team leaders will:

- Understand the psychological impact that enforced change has on individuals
- Identify ways to prevent the pressures of change turning into stress
- Identify the support they can provide for their team members
- Understand how to look after themselves during periods of change
- Identified resources that can be used by themselves and their teams for ongoing support

### Programme Content:

- **Your Changes in Context**  
Understanding why the changes have occurred
- **Changes and Transitions**  
Understanding the process of change  
How people react to change  
The effects of change upon individuals
- **The Relationship between Change and Stress**  
Recognising some of the early warning signs of stress  
Identifying ways of pressure turning into stress
- **Your Role as a Manager of Change**  
Dealing with your own emotional reactions to change  
Supporting your team through the transition process
- **Change Management Resources**  
Identifying the organisational resources you can use to help you managing the changes at work  
Using your EAP as a change management resource
- **Personal Change Management**  
Looking after yourself during the changes

### Duration: 3 hours approximately

The programme will use a variety of learning methods including syndicate group work and case studies. Due to the interactive nature of this programme we would recommend that the number of participants is limited to a maximum of 12 per programme. All participants receive a booklet to accompany the programme.

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