



Thriving Through Change: Increase resilience and agility



Change is constant, and it's occurring with greater complexity and speed than ever before. There is an urgent need to increase our competence in managing change.

Organisations and individuals need to be resilient and agile to implement change effectively and stay one step ahead.

How can Insights help?

Over 70% of change initiatives fail to reach their intended objectives¹. The main reason is a lack of consideration for how people process and react to change.

The way that people evaluate and communicate change is key to its success.

A particular change may need to happen that's critical to the business, but if the people that need to implement it don't understand it, or aren't agile

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

- Barbara Sher

enough to embrace it quickly, it can make things worse for the organisation.

Insights' change solution focuses on the people side of change by providing a unique approach to helping people understand their own and their colleagues' reactions to change.

It increases resilience and agility by empowering people with practical tools to help them be productive, collaborative and engaged throughout change.

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

How does it work?

Insights Discovery helps us appreciate that people process change in different ways, and it helps people understand themselves and others with a deeper level of awareness.

This awareness is critical to employees staying 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 is the foundation of agility, as people learn how to proactively respond to change rather than just reacting to it.

Thriving Through Change

Insights Discovery forms the basis of Thriving Through Change.

By leveraging the awareness gained by the Insights Discovery Personal Profile, particularly in the Foundation, Management and Personal Achievement chapters, 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 about 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.

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.

