

# Adapting to Change Online

## Everyone Can Be an Agent of Change

### Create a change-adaptive culture.

We are all exposed to an endless series of changes at work and in our personal lives. On our best days, we are open to change and ready to master it, but frequently, changes push us far out of our comfort zones, causing us to become defensive, closed-minded, and afraid.

For individuals across organizations to better respond to change and even embrace it, they must learn how to navigate through change. Blanchard's Adapting to Change Online Overview helps individuals learn and practice mindfully marshaling their curiosity, courage, and resilience to adapt to change.

Adapting to Change starts by teaching the fundamental skill of mindfulness. Once someone can sense their physical and emotional responses to change, they can pause and move forward intentionally. And they can learn to tell themselves a different story about their ability to move toward change. With that foundation in place, the online course teaches learners to marshal their natural curiosity, courage, and resilience to embrace change.

Taught together, these mindsets and skillsets can help anyone be more agile, more adaptive, and ready to make the most of change.

### Outcomes



Increase organizational agility



Increase opportunities to change and grow



Replace change-averse reactions with openness and flexibility



Improve effectiveness of organizational changes



## Key Topics

- **Mindfulness:** Recognize emotional and physical reactions to change and reframe them in the moment to better respond to change
- **Curiosity:** Seek information about a change to better understand it, reduce the fear of the unknown, and look for opportunities the change enables
- **Courage:** Speak up, share ideas and concerns, and ask for the support you need to navigate the change
- **Resilience:** Acknowledge your strengths and past successes dealing with change and focus your energy on just those things you can control



### Who Is Adapting to Change Online For?

- Anyone going through change
- Anyone who wants to be more agile, open, and adaptive to change

## A Proven Formula to Help Your People Adapt to Change

Adapting to Change Online Overview is a 35-minute course with assignments, engaging participant materials, videos, learning activities, and knowledge checks. To explore the content more deeply and reflect on what else learners can do to be more adaptive and agile, add the facilitated virtual debrief.

Choose to be a person who practices **Mindfulness**, demonstrates **Curiosity**, adapts to change with **Courage**, and follows through with **Resilience**.

**Practice Mindfulness, Curiosity, Courage, and Resilience during Change**

- Acknowledge and regulate your emotions
- Be curious and seek information to help you move toward the change
- Reframe the change as an opportunity
- Speak up: share your concerns and contribute your ideas courageously
- Ask for the support you need
- Acknowledge your strengths and change adaptability
- Develop resilience by focusing on what you can control

People respond to change by moving **toward, away from, or against it**. Those responses reflect their emotions.

**Emotions During Change**

- **People moving toward change** are often energized, inspired, motivated, resilient, and adaptive in the face of change.
- **People moving away from change** can feel unengaged, apathetic, or disinterested.
- **People moving against change** can feel powerless, excluded, unheard, anxious, insecure, blamed, frustrated, or controlled.

Give your people the chance to thrive during change. Provide them with the skills to practice mindfulness, demonstrate curiosity, adapt to change with courage, and follow through with resilience.

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