



# TALK ABOUT CHANGE

## TRAIN THE TRAINER FOR EFFECTIVE INTERNAL COMMUNICATION DURING CHANGE



### MAKE CHANGE MANAGEMENT STRUCTURED

Since change is integral to our lives, have you ever thought about why it's so hard to implement it? Why is it so difficult for your employees, for example, to accept and follow a new procedure and change their attitudes and former habits?

If you say "yes", the training incl. the tool "Talk about change", will encourage you and help to make any kind of change successful by following some essential rules.

### SHAPE RELEVANT MESSAGES DURING CHANGE

In many organisations, one-way change communication is still a common practice. However, if you want to address employees' hearts and minds, first of all, you need to find out how people feel and what they think and talk about coming change. Often it's not easy for managers to find the best way to start this conversation and find the most appropriate questions to ask to make a constructive discussion.

### HAVE A SOLUTION – "TALK ABOUT CHANGE"

We developed the training to help managers to open a dialogue with employees and reveal their thoughts and emotions about a change situation. "Talk about Change" lets you engage the team by making your people feel to be heard. As a manager, it is an opportunity to get honest and detailed feedback and understand issues that are bothering your employees. This, in turn, helps to shape the most relevant messages and develop your change communication strategy.

### CHANGE COMMUNICATION HAS NEVER BEEN SO STRUCTURED AND MANAGED:

#### MUTUAL TRUST

- This training will help your employees trust you and reveal their opinion and feelings.
- This tool will help to make the atmosphere more positive and open.

#### SUCCESSFUL IMPLEMENTATION OF CHANGE

- You will find out employees' attitudes to change and the reasons that could delay the successful implementation of change.

#### INFORMATION EXCHANGE IN ORGANISATION

- It will help explain the organisational change to your employees and open up a two-way conversation.

#### LONG-TERM INVESTMENT

- Use this tool again in different teams, individual talks, and different change situations year by year.
- This tool will save the time you spend thinking about how to talk with people about change.

