

RWK Enterprises LLC

Managing Change Workshops

Change is inevitable, how we deal with it is a choice. In environments where change can seem constant and unsettling for some and exciting and stimulating for others, opportunities for conflict exist. While there is an abundance of training courses and books available on "how to" understand, survive, and "manage" change, few offer explanations, awareness, and techniques based on the individuals' personality type. This workshop utilizes the [Myers-Briggs Type Indicator](#). This workshop is most effective when customized to the role of the participants in the organization. Managers and above would spend time learning how to communicate, lead and manage change where knowledge workers would focus on understanding, adapting to and being a role model in the face of change.

This workshop begins with an **Indoctrination into the Myers-Briggs Type Indicator (MBTI)**. This discussion of the sixteen personality types explains how people Perceive information, Process information, Judge (make decisions), and Relate to the world around them. Students complete the MBTI instrument before the class and receive a personalized profile during this session. Participants receive an overview of MBTI as a basis for the remaining curriculum. Each participant then understands their personality preferences that sets the foundation for a deeper understanding of the effects of change on self and others.

The workshop explores the **Participants' Experience with Change, MBTI Type Preferences and Change, Dealing with the Impact of Organizational Change, Dealing with Loss and Grief, Restoring Identity and Meaning**, and the **Sixteen Types in Transition**.

- **Participants' Experience with Change.** Participants work together to describe and discuss the changes they have experienced and how they have been effected. This activity provides an immediate acute awareness of change in their world and how they have been impacted.
- **MBTI Type Preferences and Change.** MBTI Types are used to explain the normal differences in people and how they create, react, avoid, promote, etc. change.
- **Dealing with the Impact of Organizational Change.** The differences of imposed or intentional change are explored as well as the impact of imposed change. Resistance to imposed change is discussed.
- **Dealing with Loss and Grief.** The emotional effects of change and how different MBTI Types deal with loss are presented and discussed. Participants are encouraged to develop strategies for letting go and moving on.
- **Restoring Identity and Meaning.** This session covers the Loss of Identity and Meaning, Feeling of Broken Promises, Recognizing how Type affects Identity, The Impact of Stress on Type, Focusing on Productive Relationships, and Taking Productive Actions.
- **The Sixteen Types in Transition.** This is a reference and discussion point for all MBTI Types and is used as a guide to help all understand how different Types work through change.
- **NOTE:** To maximize the effectiveness of the workshop, specific examples of change the employees are experiencing (or are going to experience) can be used in the class. Employees can use the forum to understand, accept and help implement changes. The workshop can "set the stage" for upcoming changes that may be difficult for many employees, i.e.: mergers, company or department re-engineering, shifts in products sold/supported, or downsizing.