

# CREATE CHANGE:

For yourself, others, your team, and your organisation

(2 day course with 3,938 PowerPoint slides)



Happier  
Horizons

## HOW DOES THIS COURSE HELP YOU CHANGE AND FACILITATE OTHERS TO CHANGE?

We begin by examining a 13-year old boy who, in his own words, “refused to be told anything.” We discuss 20 years of his life and compare his ability to change with yours. You will discuss two more case studies (bodybuilder Ronnie Coleman; Stephen, a hypothetical man) with the need to view change from the individual’s perspective emphasised. We examine research indicating that most people do not change their personality because we create automatic habits that become a part of us, we fear change, and resistance to change is helpful. More than 3 hours and 5 sessions are spent discussing the trans-theoretical model of behaviour change. Implementing 10 processes of change and helpers needing to know what stage of change an individual is in is emphasised. You will complete 3 sessions devoted to 9 ways to generate change, which include proactively using time with Kaizen, the Pygmalion effect, the PS-BS technique, and having ideal levels of WAR (Want, Able, Ready). You will discuss how helpers need certain characteristics (e.g., empathic, genuine, risk-taker) to facilitate change in others, Michael Jackson’s “Man in the Mirror” lyrics, and basketballer Michael Jordan’s opinion about leading by example. Two personality styles (conscientiousness, proactivity) that embrace change are examined and how to increase them with DAG (Daily plans, Accountable, Good things) and DARTS (Deposit proactive initiatives, Act quickly, Remove distractions, Timelines, Split tasks). A thorough examination of change management is conducted, including its history, why it’s failed, and possible solutions. Then, we look at how you can facilitate change in groups using a method with research support. We finish by summing up the 2-day course and the positive words of Rick Pitino.

## 13 COURSE OUTCOMES:

By the end of this 2-day course you will:

- have realistically considered the difficulties of change,
- have discussed case studies about resistance to change,
- have discussed the importance of not just knowing, but implementing change principles,
- know personality usually doesn’t change due to automatic habits, healthy resistance, and fear,
- know the stages of change model and how to use it (both as an individual and a helper),
- know how to implement 10 processes of change (with the appropriate stages of change),
- know 9 techniques to help you overcome resistance to change (e.g., Kaizen, PS-BS, WAR),
- know certain personal attributes (e.g., empathy) are required to help someone change,
- understand the advantages for change of being conscientious and how to increase it with DAG,
- understand the advantages for change of being proactive and how to increase it with DARTS,
- know why change management has failed and a better way to facilitate change in groups,
- have considered being more open to sound advice and not resisting change unnecessarily, and
- have decided what you want to do differently.

## 10 PROCESSES OF CHANGE AND 5 STAGES OF CHANGE:



**DAY 1****9:00AM - 9:30AM****SESSION 1: CHANGE IS DIFFICULT**

- 15 mins - Do you find changing as difficult as this 13-year old athlete?
- 6 mins - What Barthelemy, Black, and Barton might have said to Malcolm Marshall (and you!)
- 4 mins - All aspects of change are difficult
- 1 mins - Learning methodology and objectives
- 4 mins - 5 + 1 questions

**9:30AM - 10:20AM****SESSION 2: CHANGE SURROUNDS YOU AND IS COMPLEX**

- 7 mins - We frequently experience change
- 5 mins - Is the pace of change increasing?
- 7 mins - Will the COVID-19 pandemic create a new human being?
- 7 mins - How will future humans be different?
- 6 mins - Change is complex
- 12 mins - Can we study change if we can't define it?
- 6 mins - Main determinant of whether change will occur

**10:20AM - 10:40AM***Break***10:40AM - 11:50AM****SESSION 3: WHY YOU RESIST CHANGE**

- 7 mins - Should Ronnie Coleman have changed?
- 7 mins - What should Stephen do and what should I say to Stephen?
- 11 mins - Knowledge about change is only potential power
- 7 mins - Your personality and behaviour doesn't change
- 17 mins - Resistance to change is common and helpful
- 7 mins - At the heart of resistance to change is fear
- 14 mins - Additional causes of resistance to change

**11:50AM - 12:10PM***Break***12:10PM - 1:10PM****SESSION 4: STAGES OF CHANGE**

- 6 mins - The most effective way to help someone change
- 19 mins - Individuals in the Stages of Change model
- 11 mins - Helpers in the Stages of Change model
- 8 mins - 6 Stages of Change exercises
- 3 mins - The importance of believing it will work
- 13 mins - What Stage of Change are you in?

**1:10PM - 2:10PM***Lunch***2:10PM - 3:10PM****SESSION 5: CHANGE WITH WAR, TIME, PYGMALION, KNOWLEDGE, AND STAGE ADVANCEMENT**

- 8 mins - 9 ways to generate change
- 10 mins - Have appropriate WAR (Want, Able, Ready)
- 9 mins - Use the passage of time to your advantage
- 5 mins - Know you need to change
- 7 mins - Go through the Stages of Change
- 6 mins - Ensure others believe you can change
- 15 mins - Do you have to go through hell to change?

**3:10PM - 3:30PM***Break***3:30PM - 4:10PM****SESSION 6: CHANGE WITH TAILORING, MATCHING, SUPPORTING RELATIONSHIPS, AND PS-BS**

- 14 mins - Tailor strategies to the Stages of Change
- 11 mins - Use matching Processes of Change
- 7 mins - Nurture your support network so Supporting Relationships can be turned to
- 8 mins - When in Preparation use PS-BS

**4:10PM - 4:30PM***Break***4:30PM - 5:00PM****SESSION 7: IS DR NATHAN CORRECT THAT PEOPLE WON'T CHANGE**

- 12 mins - Reminder of what we have covered
- 3 mins - 3 questions
- 15 mins - What should you do when sound advice is ignored?

**DAY 2****9:00AM - 9:30AM****SESSION 1: CHANGE WITH SOCIAL RE-APPRAISAL**

- 16 mins - The unpleasantness of Social Re-appraisal is what makes it effective
- 14 mins - The implementation of Social Re-appraisal

**9:30AM - 10:30AM****SESSION 2: SIX PROCESSES OF CHANGE**

- 15 mins - Emotional Arousal
- 6 mins - Self-liberation
- 6 mins - Self-re-evaluation
- 6 mins - Countering
- 6 mins - Rewarding
- 10 mins - Process of control test
- 11 mins - Social liberation

**10:30AM - 10:50AM***Break***10:50AM - 11:30AM****SESSION 3: HELPERS NEED TO DEVELOP CERTAIN CHARACTERISTICS**

- 3 mins - Sudden and gradual elements of psychological change
- 37 mins - Helpers need to develop certain characteristics

**11:30AM - 11:50AM***Break***11:50AM - 12:50PM****SESSION 4: CONSCIENTIOUSNESS AND CHANGE**

- 14 mins - Ignacy Paderewski and the characteristics of conscientiousness
- 9 mins - The advantages of conscientiousness
- 5 mins - Conscientiousness of individuals and teams
- 14 mins - The heart of conscientiousness
- 18 mins - Increase conscientiousness with DAG

**12:50PM - 1:50PM***Lunch***1:50PM - 2:50PM****SESSION 5: PROACTIVITY AND CHANGE**

- 26 mins - Josiah Ng and the characteristics of proactivity
- 11 mins - The pros and cons of proactivity
- 11 mins - Procrastination stops the achievement of dreams
- 12 mins - Increase proactivity and decrease procrastination with DARTS

**2:50PM - 3:10PM***Break***3:10PM - 4:10PM****SESSION 6: HOW TO FACILITATE CHANGE IN GROUPS**

- 14 mins - What is change management?
- 23 mins - Why has change management failed?
- 8 mins - How can we make change management more effective?
- 15 mins - How you can facilitate change in groups

**4:10PM - 4:30PM***Break***4:30PM - 5:00PM****SESSION 7: IT'S NEVER TOO LATE TO TRANSFORM YOUR LIFE**

- 20 mins - Reminder of what we have covered
- 4 mins - 3 questions
- 6 mins - Everyone has the capacity to change