

# Individual Transition in Organizations

*Réussir la transition individuelle en organisation*

**Individual Transition in Organizations** is a dynamic, practical and skill-building workshop. It addresses the individual impacts of being in transitions **caused by the changes within an organization**. It is designed to help **people ♦understand and ♦manage the process they are going through, with less disruption and distress in both their life and work.**

## ■ Outcomes

**Individual Transition in Organizations** enhances one's ability to grow through times of rapid or significant change and feel more in control on their lives and work. It provides individuals with the skills, knowledge and actions required to better let go of some 'old' behaviors, navigate through a period of confusion, re-energize their motivation to engage in a new reality.

## ■ Key contents

Based on participants' real-time issues or case studies, attendees will :

- ◆ Understand the different phases of the transition process.
- ◆ Identify the individual transitions they experiment and deal more serenely with the stress they generate.
- ◆ Uncover the ways of doing, behaviors, mindset, objectives or values that have become obsolete or inappropriate.
- ◆ Deal with the uncertainty and confusion of the 'neutral zone' i.e, the in between two situations' period.
- ◆ Explore ways to restore creativity and commitment in a changing and uncomfortable work- environment.
- ◆ Learn how to face more effectively non-stop personal change.
- ◆ Put together a personal transition management plan for a specific organizational change.

**In-House workshop from 1 to 2 days\***

**This seminar is for you, esp.if:**

- ◆ Your employees have been impacted by significant change(s) : reorganisation, outsourcing, new technologies, new corporate culture etc.
- ◆ You would like your teams to maintain efficiency and motivation during times of change.
- ◆ You notice that following a change announcement, employees leave the company, express distress, are absent, become less productive.
- ◆ And/or... you are specialized in outplacement or career orientation services.

\* indicative delivery format.  
**We customize our approach into consulting and coaching to meet your needs.**

## ■ Target audience

Groups of max. 10 participants.

- ◆ employees the organization at all levels of (ideally from the same department or unit) affected by and adapting to changes in their workplace.
- ◆ Managers and change agents open to understanding the individual transitions that they themselves and their teams will be going through.

## ■ Proven methodology

**Interactive workshop** focused on clear takeaways, combining framework elements, practice and constructive sharing of experience.

**Individual Transition in Organizations** is a Certified William Bridges & Associates program©

A pioneer and leader in Transition Management, William Bridges was a consultant, writer and speaker listed by the *Wall Street Journal* as one of the top ten most influential independent executive development presenter. His *Three-Phase Transition Model™* of Endings, Neutral Zone and New Beginnings on which our seminars are based is widely acclaimed.