

Define Potential presents:

# Psychosocial Hazards of Change

## Course Overview:

This course help APS leaders identify psychological risks associate with organisational change and respond with empathy, clarity and accountability. Through practical tools and guided discussion, participants learn how to announce change sensitively, reduce stressors and lead meaningful consultations. The focus is on building confidence to support themselves and others through transitions.

## Course Details

Format



- Online

Duration



- 6 hours

Audience



- Mid-level leaders
- Senior leaders

\$750pp GST inc.\*

## Course Outline

### Session 1

#### Introduction and Overview

- Overview of program objectives

### Session 2

#### Psychosocial hazards of change

- Types of change
- What about change can cause psychosocial injury

### Session 3

#### Understanding emotional reactions to change

- Different types of reaction
- Self-assessment of team behaviours
- SCARF Model

### Session 4

#### Your role in reducing distress during change

- Where you are and what you need
- Communication during change:
  - Announcing change
  - Consulting staff
  - Dealing with individual distress

### Session 5

#### Announcing Change Sensitively

- A format for announcing change
- Tips for making announcements

### Session 6

#### Leading consultative discussions

- Collaboration and change
- A structure for collaborative discussion

## Key Learning Objectives



Identify psychological hazards of change



Define emotional reactions to change and the role of leader in reducing stress



Explore practical applications of change management

“As dealing with change becomes a regular activity, leading it becomes a skill to hone, an internal capacity to master”

- Arnaud Heneville

Want more information? Contact us via any method below to learn more  
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\* Plus Eventbrite booking fee