

# Keeping Teams Productive Through Change

## OVERVIEW

For many organisations, tight resourcing, change and instability are the norm rather than the exception. At this time in Queensland, numerous government, corporate and not-for-profit organisations are down-sizing, restructuring or streamlining structures and services.

Designed for practicing managers or for specialists who are supporting managers to manage change, this brief session provides tools and approaches which enable managers and team leaders to assist their staff to deal constructively with uncertainty and maintain productivity during organisational change. We will apply both research findings and learnings from past organisational change to assist you to position your team to thrive in these challenging circumstances.

## KEY TOPICS

- Applying recent research findings on how the human brain responds to change and stress
- Strategies for sustaining team motivation and performance during organisational change
- Critical steps to manage cynicism and resistance
- The role of the manager in change - maintaining equilibrium is a priority
- Building team readiness for change - developing an action plan.

## PRESENTER

Maria O'Leary is an organisational psychologist with more than 25 years experience in organisational and community development. Her skills and experience lie in the areas of human resource management, the management of organisation change, facilitation and intervention process design. Maria has undertaken executive positions in such diverse Queensland Government agencies as Premiers, Family Services, Primary Industries and Queensland Health. Over this time, she worked in corporate roles as a Director of Human Resources, in service delivery as a Regional Director, in governance as Director, Executive & Legal Services, and in policy as a Director, Strategic Policy.

Since leaving government in 2006, Maria has consulted to the private and NGO sector and worked with a large recruitment & management consulting firm. She joined Merit Solutions in 2011. Maria was most recently contracted as a Change Manager for the Queensland Department of Communities, supporting the implementation of new initiatives in the Home and Community Care Program. Maria brings great depth in terms of the principles and practice of change management, both as a practising manager and a facilitator.

## PROGRAM DETAILS

**Location:** Brisbane

**Date:** 24 October 2012

**7:00am – 7.15am:** Registration

**7.15am – 8.30am:** Presentation

**Light refreshments will be provided.**

**Register online at [www.meritsolutions.com.au](http://www.meritsolutions.com.au)  
or via email to [training@meritsolutions.com.au](mailto:training@meritsolutions.com.au)**