

Building Team Productivity In Change

For many organisations, tight resourcing, change and instability are the norm rather than the exception. This workshop provides tools and approaches which enable managers and team leaders to assist their staff to deal constructively with uncertainty. We will also present strategies to build 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.

Who should attend? Managers, team leaders and project managers,

Format: 2 x half day workshops

Date: 29 May & 5 June 2013

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
- Frameworks for team engagement
- Critical steps to manage cynicism and resistance
- The role of the manager in change
- Building team readiness for change - developing your action plan

Process:

Highly participative workshop designed to engage workshop participants in sharing their experiences and strategies. Input by facilitators to stimulate discussion (sharing principles, examples & stories). Participants will be engaged in discussions through small group and plenary sessions and will work individually (or in pairs) on applying these principles to a current change process.

Structure:

2 half day workshops (9:00am – 12:30pm)

Your facilitator:

Maria O'Leary is an organisational psychologist with more than 25 years experience in organisational and community development including the management of organisation change. 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 roles as Director, Executive & Legal Services, and in policy roles as a Director, Strategic Policy. Since leaving government in 2006, Maria has consulted to the private and NGO sector and 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.