

# ADAPTING TO CHANGE

## Course Overview

In the context of today's world, many would agree that 'Change is the only constant'. The rate of change is fast and continues to accelerate and there is little that we can do to avoid it. If we try to resist change, we are going to be left behind in our careers and our personal lives. Coping with and adapting to change has become essential skills everyone needs to learn.

At the end of the programme, participants will be able to understand how change impact our lives, develop a well-prepared mindset for change, adopt techniques to respond and adapt to change in order to thrive in a changing environment.

**Level:** Basic

## Who Should Attend

All who are considering to enter the healthcare industry as well as current Healthcare Industry Junior Staff, Supervisory Staff & Executives who are interested to learn how to exercise flexibility in behaviours or approaches to respond to changes.

## Topics

- Introduction to STAND model for Change Management
- Emotional check in and regulation to be positive
- Current situation and challenges
- Alternatives and resources
- Best options and measuring progress
- Individual change plan

## Schedule

Time	Agenda
09:00 – 09:30	Check in via zoom chat 1. name, where you are working, 2. knowledge level on the topic 3. mood today
09:30 – 10:15	Introduction - Identify the global trends of change - Discuss changes impacting the workplace, new competencies, etc required Lecture & Video Activity 1: Reflect and discuss on what are the challenges one would face during any change event
10:15 – 10:45	Some facts you wish you knew about Change Outline STAND Model for Change Management Lecture & Discussion
10:45 – 11:00	Break

11:00 – 11:45	<p>STAND Model Stop:</p> <ul style="list-style-type: none"> <li>- Stop when encounter challenges</li> <li>- Check in on your feelings and regulate emotions</li> <li>- Articulate how you feel and how to manage negative emotions and trigger positive ones</li> </ul> <p>Lecture &amp; Discussion</p>
11:45 – 12:15	<p>Activity 2:</p> <p>Discuss and suggest what are some of the ways to do emotional check in and to regulate your emotion to scale up the energy</p>
12:15 – 13:00	<p>STAND Model Talk:</p> <ul style="list-style-type: none"> <li>- Talk about the current situation/ challenges</li> <li>- Identify the change and know what success looks like (goals)</li> </ul> <p>Lecture &amp; Discussion</p>
13:00 – 14:00	Lunch
14:00 – 14:45	<p>Activity 3: Case Study</p> <p>Discuss and select a change event / case study</p> <p>Map out the challenges and success factors / goals</p>
14:45 – 15:15	<p>STAND Model Alternatives:</p> <ul style="list-style-type: none"> <li>- Explore various alternatives to overcome challenges</li> <li>- What are the available resources?</li> </ul> <p>Lecture, Discussion &amp; Video</p>
15:15 – 15:45	<p>STAND Model Narrow the Options:</p> <ul style="list-style-type: none"> <li>- Types of options</li> <li>- Pros and Cons of the various options</li> </ul> <p>Lecture &amp; Video</p> <p>Activity 4: Case Study</p> <p>Discuss, comment and rank the alternatives / options</p>
15:45 – 16:00	Break
16:00 – 16:45	<p>STAND Model Decide:</p> <ul style="list-style-type: none"> <li>- Pick the option that is most relevant to help situation</li> <li>- Measure performance improvement</li> </ul> <p>Lecture &amp; Video</p> <p>Activity 5: Case Study</p> <p>Discuss, comment and recommend the options with performance measurement to link back to the goals</p>
16:45 – 17:30	<p>Way Ahead</p> <ul style="list-style-type: none"> <li>- Apply STAND Model to develop individual change plan</li> </ul> <p>Lecture</p> <p>Activity 6: Case Study</p> <p>Discuss and recommend the change plan</p>
17:30 – 18:00	Summary & Key Takeaways

Course Mode: Online Course Via Zoom

## **Assessment**

N.A.

## **Fees & Funding**

Full Fees (Inclusive of 7% GST):	S\$299.00
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## **Application Procedures**

Please email to Mr Dionysius Soh, [dionsoh@hmi.com.sg](mailto:dionsoh@hmi.com.sg) for registration & enquiries.