

# Fisher & Associates Solutions

Organizational Health & Employee Wellness Specialists  
Successfully Addressing Workplace Stress, Burnout & Trauma

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Build Capacity

Promote Resiliency

Increase Coping Skills

## COPING WITH CHANGE IN THE WORKPLACE

A 1-DAY SPECIALIZED PROGRAM PROVIDED BY FISHER & ASSOCIATES SOLUTIONS

Developed by: Lynda Monk, MSW, RSW, Dr. Susan Turnbull, R.Psych., & Dr. Patricia Fisher, R.Psych., L.Psych. ©2005.

### BACKGROUND

This 1-day intensive workshop is specifically designed for staff experiencing significant workplace transition and/or restructuring. It will enhance employees' abilities to:

- Cope in healthy ways with the changes in their personal and work lives that will be necessitated by the restructuring and/or transition
- Continue to function effectively as individuals in their work and personal lives.
- Continue to function effectively as a working team, both during and after the period of transition.

### WORKSHOP OUTLINE

Throughout this one-day intensive workshop, participants will be assisted as they:

- Identify the personal impact on them of their current circumstances.
- Identify the effects of the transition on the group or team.
- Develop strategies to minimize any negative individual and team impact.
- Enhance the possibilities for personal and professional growth.

Potential clinical impacts of the transition process, and management of these, will be addressed. The workshop guides participants through the following sequence and provides them with specific tools and resources:

- Introduction and orientation to the workshop goals, content and process.
- Exploration of work relationships and the impact on these of changes.

- Review the stages of change.
- Review the characteristics of an organization in transition.
- Consideration of the *general* physical, psychological, emotional, intellectual, behavioural, and interpersonal effects of change.
- Examination of the stages of change in terms of effects, processing, and coping with change.
- Examination of the difficult/challenging aspects of the situation.
- Examination of the positive/hopeful aspects of the situation.
- Examination of the impact of thinking errors on effective coping.
- Discussion of long-term effects and symptom identification.
- Consider change management strategies that help during times of transition within the workplace.
- Identification of support resources.
- Closure and post-workshop planning for self-care and team well-being.

### PROCESS

This one-day interactive workshop will use a combination of overheads, small and large group discussions, individual reflection exercises, and lecture format to assist participants in meeting the goals stated above. Each participant will receive a copy of the workshop resource booklet. Subsequent to the workshop, and while maintaining participant confidentiality, the program facilitator will prepare a brief summary report and recommendations for the organization.

#### CANADA

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