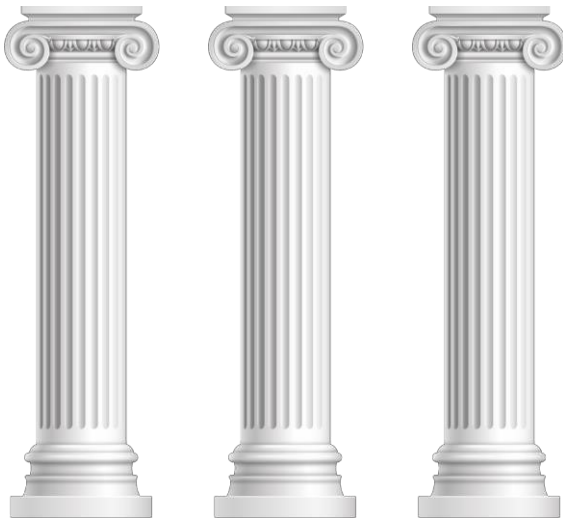


Business & Management



***Manage change
effectively***

1 MAY 2019

The webinar will begin shortly...

Business & Management
60 minute webinar: Manage change effectively



Chris Burton

MANAGE CHANGE EFFECTIVELY

PROVIDING LIFELONG SUPPORT TO PAST AND PRESENT ICAEW MEMBERS AND THEIR FAMILIES

A Company Limited by Guarantee registered in England and Wales, No. 5970606, Charity No. 1116973
Patron: The President of the Institute of Chartered Accountants in England and Wales

CABA provides lifelong support to past and present ICAEW members and their families – whether they're training, in practice or business, have left the profession or retired.

HELPING YOU SUCCEED

- Career coaching
- Personal and professional development courses
- Online personal and professional development courses
- Career adaptability tool
- Business start-up support

SUPPORTING YOUR WELLBEING

- Emotional support
- Telephone life coaching
- Health and carer support
- Telephone friendship service
- Wellbeing zone

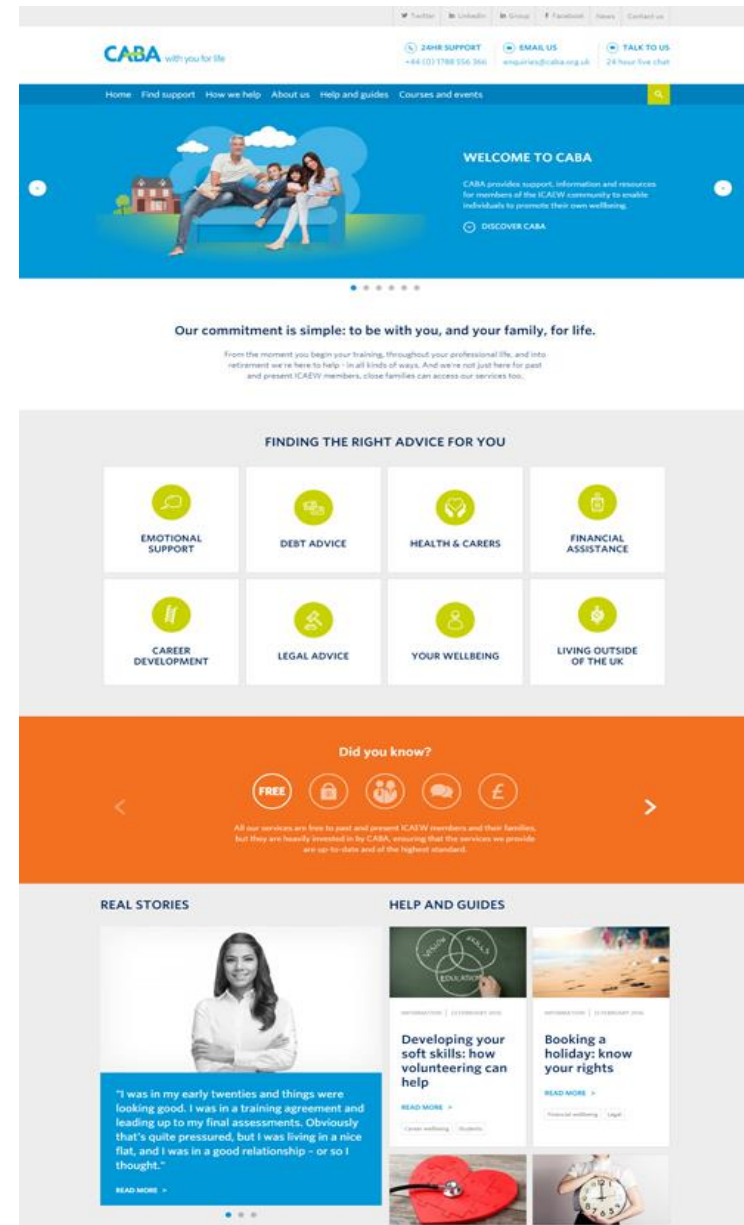
GIVING YOU BACK CONTROL

- Legal advice
- Debt advice
- Benefits advice
- Financial assistance

ONLINE RESOURCES

caba.org.uk provides online support and advice 24 hours a day

- Online courses
- Access the career adaptability tool
- Access our online support and services
- Real stories
- Advice, articles and guides
- 24 hour online chat



GET IN TOUCH



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Managing Change Effectively

- Recognise the impact of change
- Outline how different people react differently to change
- Describe the fundamental needs that have to be met during change situations
- Outline how change often involves a perceived “loss” and people go through the “loss” curve
- Explain how expectations need to be managed realistically
- Describe why fears have to be dealt with
- List ways to manage yourself through change

THE IMPACT OF CHANGE



RECOGNISING THE EFFECTS OF CHANGE?



5 PRINCIPLES OF CHANGE

1. Different people react differently to change
2. Everyone has fundamental needs that have to be met
3. Change often involves loss, and people go through the “loss curve”
4. Expectations need to be managed realistically
5. Fears have to be dealt with

THE CHANGE SPECTRUM

Stability _ _ _ _ _ Change

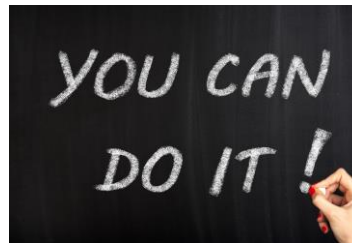
EVERYONE HAS FUNDAMENTAL NEEDS THAT HAVE TO BE MET

Will Schutz – Fundamental needs in interpersonal relationships

- Control



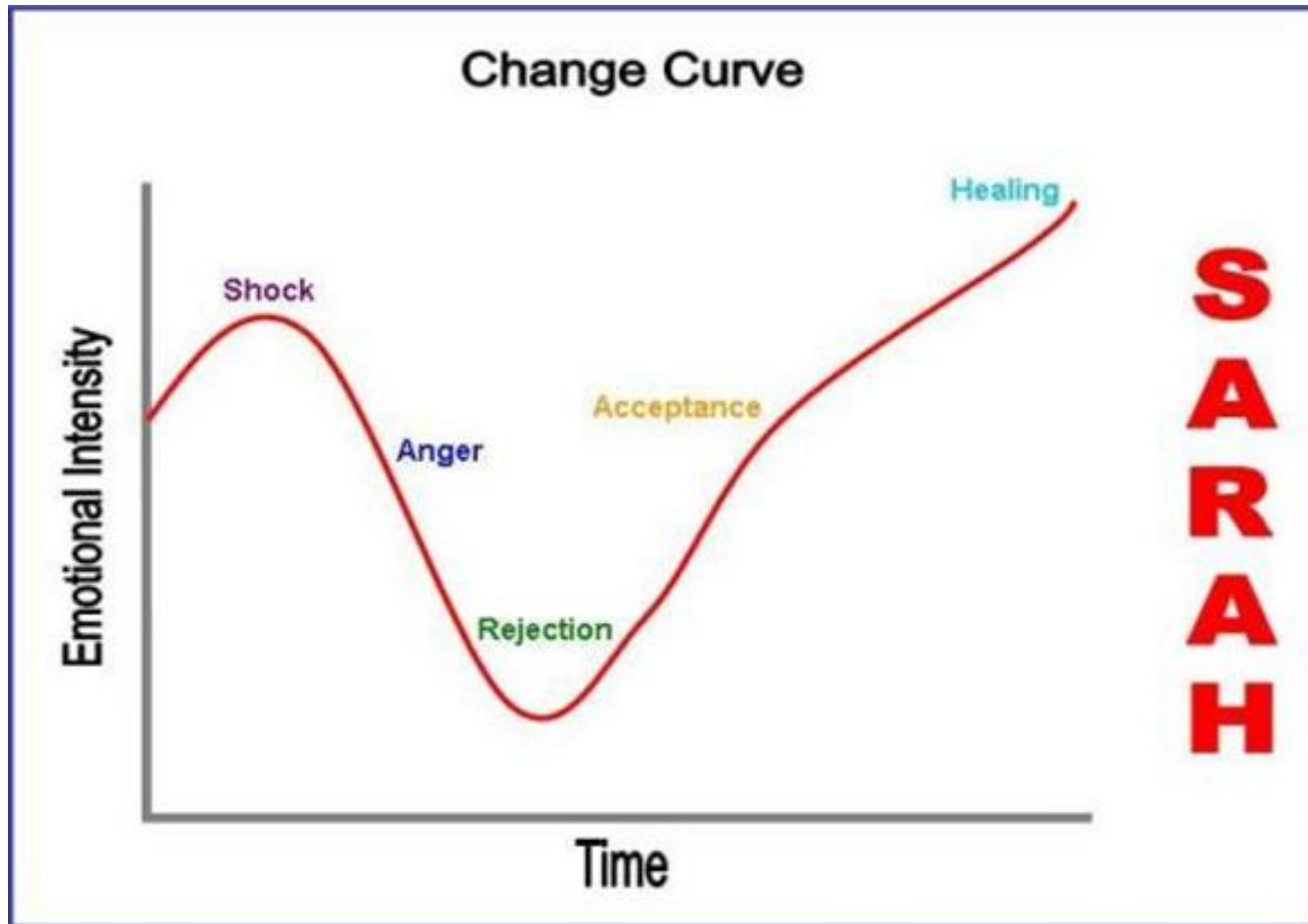
- Inclusion



- Openness



THE SARAH CURVE



5 PRINCIPLES OF CHANGE

1. Different people react differently to change
2. Everyone has fundamental needs that have to be met
3. Change often involves loss, and people go through the “loss curve”
4. Expectations need to be managed realistically
5. Fears have to be dealt with

MANAGING YOURSELF THROUGH CHANGE

- Accept how you feel
- Give it time
- Look for the opportunities
- Be strategic
- Celebrate and share
- Be ready

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Webinars and events – icaew.com/bamevents

Free 60 minute webinars – 10.00am

Economic update

5 June

Dealing with difficult conversations

3 July

What is the gender pay gap telling you?

11 September

Conflict resolution

9 October

Online e-learning – 9.30am

Rapid month-end reporting – by day three or less

21/22 May

Free 20 minute webinars – 12.30pm

AML update – What every business needs to know

8 May

Influencing and persuading – Promoting your brand

15 May

How accountants can become digital leaders

19 June

Marketing for finance – top tips and shortcuts

10 July

Five key questions all boards should ask about fraud

16 October

Business & Management

THANK YOU FOR ATTENDING

Contact the Business & Management Faculty

icaew.com/bam

✉ bam@icaew.com ☎ +44 (0)20 7920 8508

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