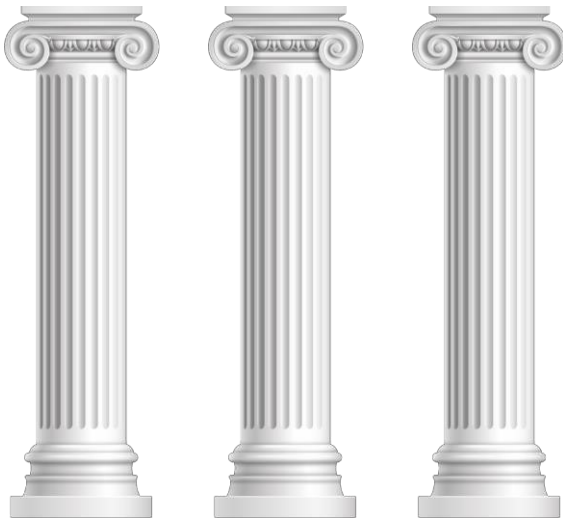


Business & Management



***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



CABA with you for life

24HR SUPPORT +44 (0) 1788 556 561 EMAIL US enquiries@caba.org.uk TALK TO US 24 hour live chat

Home Find support How we help About us help and guides Courses and events

WELCOME TO CABA

CABA provides support, information and resources for members of the ICAEW community to enable individuals to promote their own wellbeing.

DISCOVER CABA

Our commitment is simple: to be with you, and your family, for life.

From the moment you begin your training, throughout your professional life, and into retirement we're here to help - in all kinds of ways. And we're not just here for past and present ICAEW members, close families can access our services too.

FINDING THE RIGHT ADVICE FOR YOU

- EMOTIONAL SUPPORT
- DEBT ADVICE
- HEALTH & CARERS
- FINANCIAL ASSISTANCE
- CAREER DEVELOPMENT
- LEGAL ADVICE
- YOUR WELLBEING
- LIVING OUTSIDE OF THE UK

Did you know?

FREE 24hr support Email us Talk to us 24 hour live chat

All our services are free to past and present ICAEW members and their families, but they are heavily resourced by CABA, ensuring that the services we provide are up-to-date and of the highest standard.

REAL STORIES

HELP AND GUIDES

Developing your soft skills: how volunteering can help

Booking a holiday: know your rights

"I was in my early twenties and things were looking good. I was in a training agreement and leading up to my final assessments. Obviously that's quite pressured, but I was living in a nice flat, and I was in a good relationship - or so I thought."

GET IN TOUCH



Call **+44 (0)1788 556 366**
24 hour helpline **0800 107 6163**
(UK only)



Visit our website **caba.org.uk**



Email **enquiries@caba.org.uk**

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

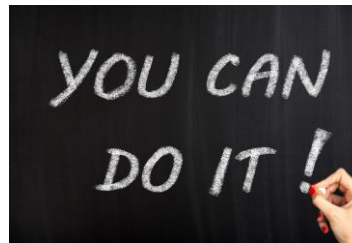
EVERYONE HAS FUNDAMENTAL NEEDS THAT HAVE TO BE MET

Will Schutz – Fundamental needs in interpersonal relationships

- Control



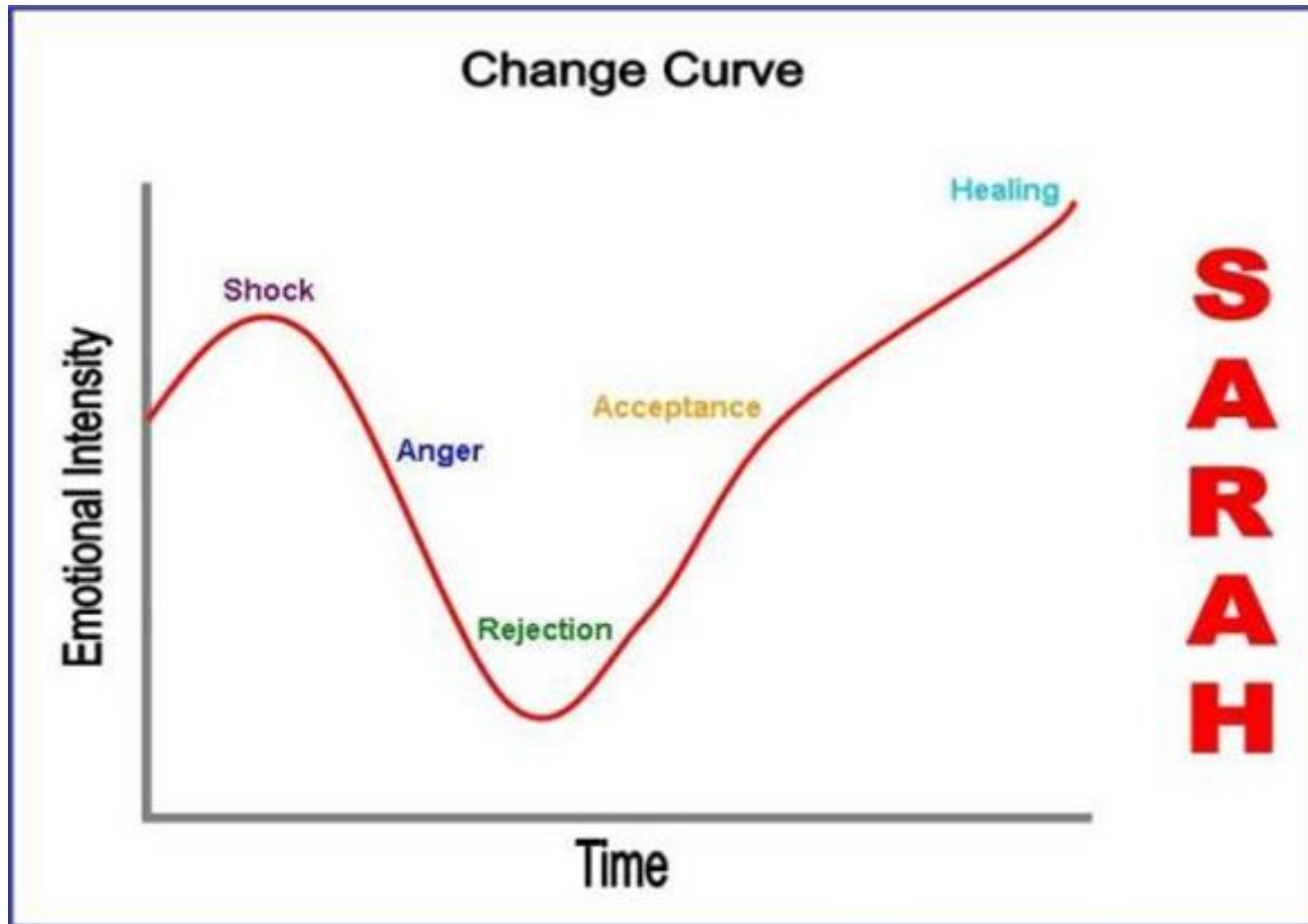
- Inclusion



- 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

Business & Management

Webinars and events – [icaew.com/bamevents](https://www.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

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Join the Business & Management Faculty

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