



"Managing and leading change processes successfully"

(Change Leadership - Training according to ZRM®)

A COMPANION Seminar Format

Content:

- How do change processes usually work in our company?
- What goes well, where is "room for improvement"?
- Criteria for successful change processes
- The Penguin Principle (8 phases of change according to John Kotter)
- Management AND Leadership
- The innovations of the Zurich Resource Model -
for the successful management of change processes

Objectives:

- Acquire/expand knowledge about the process of change
("Change - Management")
- Dealing with the emotional aspects of a change project:
How can employees and their negative feelings be taken seriously and effectively supported so they can change their attitude, their mindset and their willingness to go along with the change. ("Change - Leadership")
- Getting to know specific steps for the leadership and empowerment of the people affected by the changes in the focus of the training and in part trying them out yourself and experiencing the effect.
- Gain confidence for the challenge as a change manager and leader!



“COMPANION Change Leadership Training”:

"Managing and leading change processes successfully"

"Nothing is as constant as change." (Heraclitus of Ephesus, 535-475 BC)

You probably know this quote; we are confronted daily with the fact that change is the rule - and not the exception.

What does that mean for you as a change manager - as the person responsible for change processes?

What does this mean for your employees, whose working environment is constantly being renewed?

They often find it difficult. They perceive change in many cases as a threat, they fear a deterioration of their working environment, and they do not want to say goodbye to habits. They react with fear and resistance.

Very often there is a lack of inner motivation for the necessary change - and thus of the willingness to go along with it. This is the main reason why around 70% of conventional change projects in companies and organizations fail.

In most cases, attempts are made to achieve motivation through facts and necessities, through intellectual arguments, exclusively rationally. Change managers often do not reach their teams because they shy away from dealing with the emotional world or consider it irrelevant. Exactly this confrontation with fears and resistance is often the basis for the development of intrinsic motivation - the ideal basis for successful change processes!

This is why the “COMPANION Change Leadership–Training” is dealing with

- the well-known change management models and
- leadership and empowerment of those employees affected by the change process.

When attending the “COMPANION Change Leadership Training” you gain

- Knowledge of the course of change processes (“Change Management”) and
- Experiences and insights into the emotional aspects of a change project (threat of fear, resistance...):

How can employees with their negative feelings be taken seriously and effectively supported so that they can change their attitude, attitude and willingness to embrace change. ("Change-Leadership")

- You will get to know ZRM[®], a tried and tested method for successful, strength-oriented self-management – with which you and your team can make sustainable changes.

Brief introduction to ZRM®:



Do you know that?

You would like to see **change as an opportunity** - and feel threatened?

You would like **to deal with difficult challenges calmly** – and react with fear and stress? **You just can't come to a decision**, no matter how hard you "rack your brain"?

You **intend to exercise regularly** and your new running shoes are still unused? **You just can't say "no"** even though you're already "whistle from the last hole"?

We usually try to clarify our concerns and issues, decisions or changes, **with our mind alone**. If we also consider **our unconscious needs** in addition to our conscious motives, **then "head and gut" pull together**.

We bring our unconsciously working, emotional experience memory on board: Then the **proverbial mail goes off** and **we achieve our goals, make decisions and accept changes - easily and with joy!**

ZRM® is holistic, it takes into account **the latest neuroscientific findings** and makes the connections between mind, emotions and body immediately usable.

You *"take from the full"* - **you use all your existing strengths**. You will then learn how to successfully implement your personal goal or your supportive attitude towards change with concrete strategies in everyday life, **based on the latest neurobiological findings - like high-performance athletes**. Little by little, the desired automatisms become established in your everyday life - just as easily as cycling or stepping into the shower in the morning without activating your mind.

The ZRM® is a varied mix consisting of images, individual reflection, small group work, theory impulses and joint learning in the plenum.

You will learn a method for successful self-management that you can use independently for new topics after the training.



About me

I accompany and support people and teams who want to develop their full potential and sustainably realise their set goals, with high inner motivation.

I combine my many years of experience in various functions in the health care and financial services sectors with my knowledge of the enormous potential that lies in the harmony of the two systems - mind and emotional experience memory. (Zurich Resource Model ZRM®)

Systemic thinking and action guide my view of organisations and teams.

Experiences - a selection

- Accompanying employees, teams and managers in change processes
- Re-organisation and process optimization in the insurance industry
- Individual coaching for clarity of attitude and potential development
- Open group trainings for position-fixing and reorientation

Training and further education

Certificate OPEN SYSTEM Model® "Systemic Leadership"(ASK Salzburg)

Certified ZRM® Trainer (ISMZ)

Certificate "Effective Leadership" (FH Vorarlberg)

Academic Marketer (University of Innsbruck)

Certified occupational therapist (training at Vienna General Hospital)

What moves me ...

"TalkWalks" in the nature of the beautiful Vorarlberg - and enjoyable hikes
"just on my own"

People, teams and organisations who want to develop their existing potential

Lifelong learning and staying in motion

Touching encounters, people and their story(s)