

## Change

### Coping with Change – training workshops for managers and staff

The Stress Clinic provides training for managers and staff that raise awareness and minimise organisational risks associated with change at work.

Our training workshops can be designed either for employees or managers or both together! Content varies and is subject to agreement with you, our client. We are happy to pilot courses to ensure that they will be effective for your organisation. Please note that we can also provide coaching, clinical and risk assessments, independent investigation, and other individual interventions if required.

Please call me, Derek Mowbray, on 01242 604 271, or email me [derek.mowbray@psychologistsdirect.org](mailto:derek.mowbray@psychologistsdirect.org) for information, quotes and to discuss your specific requirements.

*Change is a constant feature of normal life. However, major change is felt differently by each person depending on their personality and general level of resilience. For some, redundancy is a nightmare; for others it is an opportunity. Coping with significant change is an essential feature of a healthy workforce, and equips individuals to move forwards with confidence.*

#### Headline content:

- What is change?
- Understanding oneself and the changes that have personal implications.
- Building resilience against the impact of significant change.
- Building personal flexibility.
- Strengthening networks and support
- Constructing personal aspirations and plans for their reality.
- Building the skills, knowledge and experience portfolio.
- Moving on – the grieving process; building the new reality; taking one step at a time

#### Major Benefits:

- Substantially raised awareness of the processes of change and how they impact.
- Provides an approach to building resilience against significant change.
- Provides approaches to preventing and controlling personal stress.
- Provides approaches to moving on and grasping opportunities.
- Reduces costs of sickness absence, staff turnover and disruption to the processes of change.

**Dr Derek Mowbray is widely recognised as an expert in stress control and the prevention of stress. He contributes regularly to HRZone and the HSE blog. His national presentations to the NHS Employers in 2008 and to the annual conferences of the International Stress Management Association in 2008 and 2009 were praised for their clear sense of direction in preventing and controlling stress.**

**Derek Mowbray is visiting Professor in Psychology, an Independent Technical Expert for the European Commission, an Expert Witness in Stress Management, and an experienced top manager in the public, private, education and voluntary sectors.**

**With partner, Alan Bradshaw, also widely recognised as an expert in stress control and the founder of In Equilibrium, they have set up The Stress Clinic to provide organisations, managers and employees with services that prevent stress and enhance well-being at work.**

[www.derekmowbray.co.uk](http://www.derekmowbray.co.uk)

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