

Moving People Through Change

Turn organisational change into meaningful conversations, practical support and sustained action.

People can still struggle with a technically sound plan if they do not understand it, see themselves in it or believe their concerns have been heard.

This workshop helps leaders and change practitioners understand how people experience change and translate change plans into meaningful engagement, communication and action.

Who it is for

- Senior leaders
- People managers
- HR and OD practitioners
- Project teams
- Transformation teams
- Change champions

How participants will learn

Participants work with a realistic change experience or a live organisational change.

Through activities, stakeholder exercises, facilitated reflection and scenario practice, they explore how people respond to change and develop practical actions for moving forward.

Output: Participants will leave the workshop with their contextualized change plan based on ADKAR, and an action plan based on the MARS model

Learning outcomes

By the end of the workshop, participants will be better able to:

- Understand how people may experience and respond to organisational change.
- Identify who is affected by the change and what may matter from their point of view.
- Recognise signs of readiness, resistance and feedback rather than treating all hesitation as the same.
- Build a clearer and more credible change narrative.
- Plan communication, engagement and manager conversations with greater intention.
- Translate change plans into practical actions that support adoption and sustained change.

The Fernestra approach

Fernestra keeps the work close to the realities of the organisation. Participants use real or realistic change situations to think through stakeholder experience, communication and adoption, so the learning can be translated into practical actions rather than remaining as a framework on a slide.

Grounded in real work

The aim is for learning to travel back into the workplace. Where possible, participants work with real situations, reflect on what they are noticing and leave with practical actions, conversations or experiments they can apply after the session.

Fees

S\$6,000 for two full days or four half-days for up to 20 participants.

Customised workshop or consultancy involving wider change engagement involving diagnosis, stakeholder interviews, change planning or follow-up facilitation: Price on request.

Interested in this programme?

Talk to Fernestra about your team, context and what you would like to achieve.

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