

## **Regional Coaching Conference 14<sup>th</sup> February 2014**

### **Workshop 1:**

## **Tools of the Trade – psychology of transition and change - Caroline Talbott**

*“It isn’t the changes that do you in.....it’s the transitions”, as William Bridges said.*

Business, career and life changes (even positive ones) are disruptive for organisations and individuals. Often the ‘human factors’ get forgotten. This workshop will provide coaches and managers with insights into the psychology that drives thoughts, feelings and behaviour during times of change. Such insights help individuals and teams adapt more effectively and positively and make coaches and managers more resourceful in helping their clients and team members.

We will work with Bridges’ Transitions model and the Kubler-Ross change curve – their significance, their interplay with different personalities, and how they can be used to understand and accelerate change and transition.

### **Workshop 2:**

## **Tools of the Trade – Enablers of transition and change - Caroline Talbott**

Negotiating change successfully is not just about what you know and what you do – it’s about who and how you are. This workshop will examine the relevance of these and demonstrate how to use Robert Dilts’ logical levels models to address change at belief and identity level, as well as in relation to capability and behaviour. This enables individuals and organisations to create more significant and lasting change, to achieve transformation as well as transition, in line with their ultimate objectives.

Whatever your role, come prepared to get actively involved in using this most versatile and profound of coaching approaches!