



"Providing uncommon inspiration, education and tools for remarkable transformation."

JOHNNAJOHNSON & Co.

Workshop Overview

Managing Yourself during Times of Change

General Program Description:

Did you know your organization will see a 40-60% decline in productivity while going through significant changes? Can your bottom line absorb that? Absolutely not! It's crucial your most valuable asset have the necessary tools to shift from a scarce, negative and threatening perspective of change to a constant, rewarding and necessary element of change.

We are experiencing daily doses of change in every aspect of our professions. Organizations are downsizing, reorganizing and merging. As our lives, circumstances and organizations are forced to change, so are we! We are asked to learn new skills, take on more responsibility, work longer hours and more! Many of these changes we do not want and would not have chosen ourselves. We often view change as out of our control and we feel unprepared, unwilling and often unable to make the change! If you want to be successful, though, you must learn how to manage yourself during times of change. More importantly, are you recognizing the many opportunities that are waiting to be discovered?

This workshop will uncover the 4 phases of change and reveal the thoughts, feelings and behaviors that are exhibited in each of the phases. Participants will identify incredible strategies and ask themselves powerful questions to move through the phases and ultimately be fully committed to change in all aspects of their lives!

Results/Benefits/ROI:

As a result of your investment in your people – your most valuable asset – here are some of the major benefits you can anticipate from those attending:

- A new perspective and appreciation for change;
- An increase in morale;
- Regained productivity;
- Less backbiting/gossiping;
- Positive/proactive attitudes;
- Strategies to analyze and implement into changing times;
- Tools to manage extremely difficult changes;
- Ideas to create efficient and effective movement through change;
- The determination to recognize opportunities during times of change;
- A new respect for decisions made outside of their control;
- A personal plan of action to *Manage Yourself during Times of Change!*

Program Objectives:

As a result of this dynamic workshop participants in this course will:

- Renew their perspective on change;
- Realize change is inevitable in all areas of life and it's about managing ourselves, not change;
- Identify key organizational changes that are creating anxiety;
- Raise awareness of the effects of change on the organization, teams, self and personal lives;
- Analyze the Circle of Control and discuss the one thing we CAN control;
- Recognize patterns of our responses to change;
- Discover the Four Phases of Change;
- Generate powerful questions & strategies to transition through the phases;
- Brainstorm ideas on how to affect change;
- Focus on opportunities during times of change;
- A personal plan of action to *Manage Yourself during Times of Change!*

General Program Outline:

The *general* outline for this transformational seminar includes:

- What is Change
- The Change Assessment
- The Affects of Change
- Circle of Control & Influence
- The Experience of Change
- The Four Phases of Change;
 - Denial
 - Resistance
 - Exploration
 - Commitment
- Powerful Questions & Strategies to Transition through the Phases
- How to Affect Change

Delivery Options:

- **Full Day Training Session** (6 hours, 9am to 4pm)
 - Complete outline discussed in detail with several examples, activities, group discussions and plenty of opportunities to interact with Johnna to customize individual situations;
 - Workshop materials (additional fees may apply);
 - Great for any organization or teams experiencing change!
- **½ Day Training Session** (3 hours, 9am to Noon or 1pm to 4pm):
 - Complete outline discussed with examples, a group activity and group discussions if time permits;
 - Workshop materials (additional fees may apply);
 - Perfect fit for teams stuck in a chaotic rut! ☺

*For something unique, consider our "Lunch-N-Learns" or "Sunrise Series"!

The Facilitator:

Johnna Schuck Johnson inspires organizations, teams and individuals to ***Raise the Bar: From Mediocrity to Excellence!*** Throughout her keynotes, workshops and coaching, you will experience not only her energetic and interactive methods but most importantly, her essential elements of excellence: Ambition, Attitude & Action!

With over 15 years in the Training & Development industry, Johnna has worked extensively in both the private and government sectors along with numerous professional associations and individuals. Johnna has served as a Training Officer for the largest law enforcement agency in the state of Idaho, earned her way into the top 2% of an International Cosmetic Company as a Sales Director and was an instructor for the largest financial institution in the world!

In 2003, she compiled her experience, drive and passion and founded New Heights Training & Development, offering keynotes, workshops and coaching to inspire her audiences to raise the bar from mediocrity to excellence in all areas of their lives. Regardless of her audience, Johnna brings techniques and tools that can be used by every type of person, business, and profession with an exceptional return on investment to *every* member of her audience. This high-energy, excellence-driven, Idaho-native exudes genuine passion not only in what she delivers but also in those she teaches.

In addition, Johnna received her Bachelor's Degree in General Communication with an emphasis in Training & Development from Boise State University and she possesses a variety of certifications that are a result of her commitment to continuing education and on-going professional development. She has served on the Board of Directors for the American Society for Training and Development (ASTD) and is a local and national member of numerous national business, speaking and training associations.

Whether she was receiving a college scholarship for her distinction of excellence, breaking numerous sales & performance records or starting her own companies, Johnna certainly has first-hand experience and know-how when it comes to raising the bar! With an impressive success rate and being an expert in her field, thousands have sought out Johnna's expertise to assist them with personal, professional and organizational excellence including colleagues, executives, military leaders and Fortune 500 companies.